

Chase, Brass
& Copper Co

Office of the General President

To: Mr. Kesthley

From: H. J. Gibbons

Re: Chase Brass & Copper Company

My suggestion is that Maher be appointed to represent the Union on the Joint National Committee for the settlement of grievances under the Chase Brass and Copper Company, and that Milton Silverman be his alternate.

Your office will, of course, receive all grievances and prepare the necessary agenda and handle all communications with the local unions concerning grievances, and to the extent possible you should certainly plan to be in attendance at such grievance meetings.

H. J. Gibbons
Executive Assistant to the
General President

HJG/yR

HEADQUARTERS

*National Agreement -
Chase Brass & Copper
Company*
5/23/83

Office of the General President

To: H. J. Gibbons

From: F. Keathley

Re: CHASE BRASS & COPPER COMPANY

May 23, 1963

DATE

The National Contract with the Chase Brass & Copper Company provides for a Joint National Committee with one member appointed by the Union. Please advise me of your appointment of a union representative for this Committee. I suggest the three most logical choices would be either John Naber, Local 688; Milton Silverman, Local 610; or myself.

HEADQUARTERS

National Agreement -
Chase Brass & Copper Co.
X

May 15, 1963

To: James R. Hoffa

From: H. J. Gibbons

We have just completed the national agreement with Chase Brass & Copper Co. For your information, the following are the highlights of the contract:

1. The Contract is between the Chase Brass & Copper Co., Inc., and the National Warehouse Division and Local Unions 117-Seattle; 221-Minneapolis; 270-New Orleans; 337-Detroit; 504-Boston; 541-Kansas City; 570-Baltimore; 677-Waterbury; 688-St. Louis; 714-Berwyn, Ill.; and 810-New York.
2. The language in this Master Contract has been improved and closely follows the revised language of the "National Tea" contract. It contains the basic union security clauses of:

Recognition
Union Shop
Check-off
Grievance Procedure (Giving the Joint National Committee the right to strike on any deadlock issue concerning seniority and discharge)
The "new" Picket Line Clause
Unauthorized Activity Clause
Invalidation Clause

3. General Wage increases as follows:

Effective May 1, 1963	-	10¢
" May 1, 1964	-	10¢
" May 1, 1965	-	8¢
Total		26¢

At three locations, Chicago, Kansas City & Detroit, the Company's wages there were lower than the cities going rate, so we increased these three cities' an additional 5¢ the first year and an additional 5¢ the third year making their increases as follows:

Effective May 1, 1963	-	15¢
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" May 1, 1965	-	13¢
Total		36¢

4. The Oase Brook Company Pension Plan will be eliminated and the Central States, Southeast & Southwest Areas Pension Plan will be incorporated in the contract for all locations except Seattle, Washington. Seattle will be in the Western Conference Pension Plan. The Central States Pension Plan contract clause calls for a company contribution of \$6.00 per week. The Western Conference Pension Plan calls for a company contribution of 15¢ per hour for all hours worked.

5. In five areas we increased the company contribution to Health & Welfare Plans:

Detroit - The Michigan Conference Health & Welfare Plan was increased from \$4.00 to \$4.30 per week effective May 1, 1963, and further increased to \$4.80 per week effective May 1, 1965.

Kansas City - The Central States Health & Welfare Plan was increased from \$3.50 to \$4.30 per week effective May 1, 1963. It was further increased to \$4.80 per week effective May 1, 1965.

New Orleans - The Central States Health & Welfare Plan was increased from \$3.00 to \$3.50 per week effective May 1, 1963.

Indianapolis - The Ice & Coal Drivers Health & Welfare Fund, Inc. was increased from \$2.40 to \$3.20 per week effective May 1, 1963.

Chicago - The Company Health & Welfare Plan is retained but the Company now pays for \$3,000 Life Insurance, an increase in Company paid insurance of \$1,000.

6. Sick Leave - The Sick Leave Clause at Seattle was brought from 3 days a year, accumulative to 10 days, up to 8 days a year, accumulative to 24 days.

7. Because of differences in holidays, rates or pay, etc., each Local Union Appendix covers their own:

- a. Wage Rates
- b. Vacation Schedule
- c. Sick Leave
- d. List of Holidays
- e. Overtime Conditions
- f. Standards Maintained
- g. Health & Welfare
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INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
· JAMES E. HOFFA ·
GENERAL PRESIDENT
18 LONGLEAF AVE. N.W.
WASHINGTON 1, D.C.



May 13, 1963

MEMORANDUM

To: Mr. H. J. Gibbons
From: F. Keathley
Re: The National Contract with Chase Brass & Copper Co., Inc.

The Negotiating Committee, consisting of John Naber, Milton Silverman and myself, have reached agreement with the Chase Brass & Copper Co., Inc. on the terms and conditions of a National Master Contract for all of the Company's organized warehouse locations.

All of the local unions have been advised of the settlement and as of this date, it has been accepted by the membership of Locals 221, 541, 570, 677, 688 and 714. A vote is still to be held at Locals 117, 270, 337, 504 and 810. A Master Contract and all Appendixes are attached to this memo. For your information, the following are the highlights of the contract:

1. The Contract is between the Chase Brass & Copper Co., Inc., and the National Warehouse Division and Local Unions 117- Seattle; 221-Minneapolis; 270-New Orleans; 337-Detroit; 504-Boston; 541-Kansas City; 570-Baltimore; 677-Waterbury, Conn.; 688-St. Louis; 714-Berwyn, Ill.; and 810-New York.
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Memo to H. J. Gibbons
May 13, 1963

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Minneapolis - The Ice & Coal Drivers Health & Welfare Fund, Inc. was increased from \$2.40 to \$3.24 per week effective May 1, 1963.

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Memo to H. J. Gibbons
May 13, 1963

Page 3

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May 15, 1963

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J. R.

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NATIONAL AGREEMENT

TEAMSTERS

CHASE BRASS & COPPER CO.

Published by:

NATIONAL WAREHOUSE DIVISION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN & HELPERS

25 Louisiana Avenue, N. W.

Washington 1, D. C.

H. J. GIBBONS, ACTING DIRECTOR

JOSEPH M. DILLON, SECRETARY

AGREEMENT

CHASE BRASS & COPPER COMPANY, INC.

SCOPE OF AGREEMENT

This Agreement, dated _____, 1963, has been entered into between CHASE BRASS & COPPER CO., INCORPORATED, hereinafter referred to as the Employer, and the NATIONAL WAREHOUSE DIVISION of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, and Local Unions 117, 221, 270, 337, 504, 541, 570, 677, 688, 714 and 810, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

ARTICLE I - RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining agent for all warehouse and maintenance employees (excluding office clerical, professional, executive and all salaried employees, foremen, superintendents, clerks, watchmen, guards, and supervisors as defined in the National Labor Relations Act as amended), employed by the Employer. As used in this Agreement, "employees" refers only to those individuals who are members of the collective bargaining units in the Locals as set forth above.

ARTICLE II - UNION SHOP AND DUES

Section 1: (a) All present employees who are members of the Union on the effective date of this Agreement or on the date of execution of this Agreement, whichever is the later, shall remain members of the Union in good standing as a condition of employment. All present employees who are not members of the

Union and all employees who are hired hereafter, shall become and remain members in good standing of the Union as a condition of employment on and after the 31st day following the beginning of their employment or on and after the 31st day following the effective date of this Agreement, whichever is the later.

(b) When the Employer needs additional employees he shall give the Union equal opportunity with all other sources to provide suitable applicants; but the Employer shall not be required to hire those referred by the Union.

(c) No provision of this Article shall apply to the extent that it may be prohibited by State Law. If under applicable State law additional requirements must be met before any such provision may become effective, such additional requirements shall first be met. If Federal law makes such provision legal, then Federal law shall apply.

If during the life of this Agreement State law prohibits a Union Shop, then the following Agency Clause shall apply, to the extent permissible under the applicable State law:

1. Membership in the Union is not compulsory. Employees have the right to join, not join, maintain, or drop their membership in the Union as they see fit. Neither party shall exert any pressure on or discriminate against an employee as regards such matters.

2. Membership in the Union is separate, apart and distinct from the assumption by one of his equal obligation to the extent that he receives equal benefits. The Union is required under this Agreement to represent all of the employees in the bargaining unit fairly and equally without regard as to whether or not an employee is a member of this Union. The

terms of this Agreement have been made for all employees in the bargaining unit and not only for members in the Union, and this Agreement has been executed by the Employer after it has satisfied itself that the Union is the choice of a majority of the employees in the bargaining unit.

Accordingly, it is fair that each employee in the bargaining unit pay his own way and assume his fair share of the obligation along with the grant of equal benefit contained in this Agreement.

3. In accordance with the policy set forth under sub-paragraphs (1) and (2) of this Section all employees shall as a condition of continued employment pay to the Union, the employees' exclusive collective bargaining representative, an amount of money equal to the Union's regular and usual initiation fees, and its regular and usual dues. For existing employees, such payments shall commence thirty-one (31) days following the effective date of this Agreement or the date of execution of this Agreement, whichever is the later, and for new employees, the payment shall start thirty-one (31) days following the date of employment.

4. In consideration of the Employer entering into the above Agency Shop provision, the Union hereby agrees to indemnify the Employer and hold it harmless from any and all claims, liabilities or costs to the Employer which arise out of entering into or enforcement of this Agency Shop provision.

(d) If any provision of this Article is invalid under the law of any state wherein this Contract is executed, such provision shall be modified to comply with requirements of State law or shall be renegotiated for the purpose of adequate replacement. If such negotiations shall not result in mutually satisfactory agreement, the Employer agrees to be bound by the Union's position if approved by a judge of competent jurisdiction.

Section 2: Probationary Employees

A new employee shall work under the provisions of this Agreement but shall be employed only on a thirty (30) day trial period during which period he may be discharged at the discretion of the Employer provided, however, that the Employer may not discharge or discipline for the purpose of avoiding this Agreement or discriminating against Union members. After thirty-one (31) days the employee shall be placed on the regular seniority list.

Section 3: Check-Off

The Employer agrees to deduct from the pay of all employees covered by this Agreement the dues and initiation fees of the Local Union having jurisdiction over such employees and agrees to remit to said Local Union all such deductions prior to the end of the month for which the deduction is made, provided, however, that the Union presents to the Employer signed authorization from the employees for such deductions. No deduction shall be made which is prohibited by applicable law.

ARTICLE III - SENIORITY

Section 1:

Seniority shall not be company wide. Seniority shall prevail only in each bargaining unit of a Local Union. All employees employed for a probationary period of thirty days shall attain seniority rights, measured from the first day of employment. During such probationary period, employees may be discharged at the sole discretion of the Employer, and without notice to the Union. For the purposes of lay-offs and rehiring, seniority shall prevail subject to the employee's ability to perform the work.

An employee shall lose his seniority if:

1. He voluntarily resigns.
2. He is discharged for just cause.
3. He fails to reply to notice to return to work from lay-off within forty-eight (48) hours from time notice is sent to the last address on file with the Company, or, having replied, to report to work within five (5) calendar days of the sending of such notice.
4. He has been on lay-off for twelve consecutive months.
5. He is absent three or more consecutive working days without notification to the Employer during regular business hours, Monday through Friday, except under proven extreme circumstances.

Section 2:

A lay-off shall not be effective against employees employed for over three calendar months unless three working days advance notice in writing thereof is given to the employee or employees affected and a copy of such notice delivered to the Union. This paragraph does not apply where lay-off is due to an emergency situation beyond the control of the Employer.

Section 3:

The Employer may grant a leave of absence not to exceed one year, without pay and without prejudice to seniority, upon certification by a physician retained by the Employer, to the effect that such leave is required for the health of the employee. The Company will give due consideration to request for leave of absence for reasons other than health. Any such leave shall be confirmed in writing and a copy given to the Union.

Section 4:

Any employee who enters the military or naval service of the United States, who has reemployment rights under any applicable laws and who complies with the requirements of said laws as to reemployment, shall be reemployed in compliance with said laws. Any employee restored to employment in accordance with this paragraph shall have his seniority status increased by the period of his military service. In determining the eligibility for vacation of reemployed veterans, their continuous service will be considered unbroken by the time spent in military service.

Section 5:

Any employee elected or appointed as an official of the Union or delegate to any labor activity necessitating leave of absence shall be granted a leave of absence without pay for a maximum of one (1) year and be guaranteed reemployment at the end of such period with the same seniority as though he had been continuously employed, provided the employee has the ability to do the work. Such leaves may be extended by mutual agreement.

ARTICLE IV - STEWARDS RESPONSIBILITY

The Employer recognizes the right of the Local Union to designate a job steward and alternate from the Employer's seniority list.

The authority of job stewards and alternates so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

1. The investigation and presentation of grievances in accordance with the provisions of the collective bargaining agreement;

2. the collection of dues when authorized by appropriate Union action;

3. the transmission of such messages and information which shall originate with, and are authorized by the Union or its officers, provided such messages and information, (a) have been reduced to writing, or (b) if not reduced to writing, are of a routine nature and do not involve work stoppages, slow-downs, refusal to handle goods, or any other interference with the Employer's business.

The job steward shall not absent himself from his place of work to visit other parts of the warehouse without the permission of the foreman or superintendent. Any reasonable request shall be granted provided it does not interfere with efficient operation.

Job stewards and alternates have no authority to take strike action, or any other action interrupting the Employer's business, except as authorized by official action of the Union.

The Employer recognizes these limitations upon the authority of job stewards and their alternates, and shall not hold the Union liable for any unauthorized acts. The Employer in so recognizing such limitations shall have the authority to impose proper discipline under Article XV in the event the shop steward has taken unauthorized strike action, slow-down, or work stoppage in violation of this Agreement.

ARTICLE V - JOINT NATIONAL COMMITTEE

Section 1:

The Employer and the Union shall together create a Joint National Committee. The Joint National Committee shall consist of an equal number appointed respectively by the Employer and the Union, but not less than one (1) from each group. The Employer and the Union may appoint an alternate for each of their respective representatives. The Joint National Committee shall formulate rules of procedure to govern the conduct of its proceedings.

Section 2:

The Joint National Committee shall have jurisdiction over:

- (a) Disposition of grievances which cannot be settled through the first two (2) steps of the Grievance Procedure.
- (b) Interpretation of the provisions of this Master Agreement.
- (c) Negotiations of any additions, deletions, or modifications of this Master Agreement during the term thereof which may be mutually agreed upon by both parties.
- (d) Formulation of rules and regulations for the purpose of administering this Master Agreement and its Addenda.

ARTICLE VI - GRIEVANCE PROCEDURE

Section 1:

Should any differences, disputes or complaints arise over the interpretation or application of the contents of this Agreement, there shall be an earnest effort on the part of both parties to settle such promptly through the following steps:

Step 1: Within Fourteen (14) days of becoming aware of the reason for the grievance the aggrieved employee or employees shall first

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Step 1: Within Fourteen (14) days of becoming aware of the reason for the grievance the aggrieved employee or employees shall first

take the matter up with the Steward, who in turn will take the grievance up with the immediate supervisor. Employees shall have the Steward present on any grievance.

Step 2: If a satisfactory settlement is not effected within one (1) working day the employee shall submit such grievance in writing to the District Manager and the Local Union Representative who shall meet and attempt to resolve the grievance.

Step 3: If a satisfactory settlement is not effected within three (3) working days after the written grievance is received, the written grievance shall be referred to the Joint National Committee.

Step 4: If the Joint National Committee decides the grievance referred to it by a majority agreement of the Committee, the decision shall be final and binding on all parties. In the event the Joint National Committee cannot reach a majority agreement, the dispute shall be submitted to arbitration subject, however, to the following:

Except as provided in the last paragraph of Step 4, all disputes concerning seniority and discharge shall be submitted to arbitration only by a majority agreement of the Joint National Committee. In the event the Joint National Committee cannot reach a majority agreement on disputes involving seniority and discharge, then either party shall be permitted all lawful economic recourse and the Union shall have, among other rights, the right to strike at any or all places of business of the Employer.

However, all disputes with respect to discharge for alleged drunkenness, dishonesty, or violation of Article XV which have not been decided by a majority vote of the Joint National Committee shall be submitted to arbitration.

Section 2:

Either party may submit a list of suggested arbitrators to the other. If no agreement can be reached in the selection of the arbitrator, within two (2) weeks, the parties shall jointly request the Director of the Mediation and Conciliation Service to furnish a panel of five (5) from which the arbitrator may be chosen. If the parties are unable to agree upon an arbitrator from this panel, either party may request the Director of the Federal Mediation and Conciliation Service to name an arbitrator, within fifteen (15) days of the date of such request. The decision of the arbitrator shall be binding on both parties. The cost of the arbitrator is to be borne equally by the Employer and the Union.

The arbitrator may interpret the Agreement and apply it to the particular case presented to him but he shall, however, have no authority to add to, subtract from, or in any way change or modify the terms of this Agreement or any Agreements made supplementary hereto.

Section 3:

If either party to this Agreement refuses to abide by a decision of an arbitrator rendered under Section 2 or a final decision of the Joint National Committee, such refusal shall be a breach of this Agreement and the other party may then take any legal, or lawful economic action.

Section 4:

Grievance must be taken up promptly and no grievance will be considered or discussed which is presented later than fourteen (14) days after the knowledge or the occurrence of the grievance. All grievances going beyond Step 1 shall be reduced to writing by the complainant before proceeding to Step 2.

ARTICLE VII - DISCHARGE

Employees may be discharged only for just cause. Before any employee is discharged, the Employer shall give three (3) working days notice in writing to the Union, stating the reason for the date of the proposed discharge. In cases involving theft, malicious mischief, intoxication, gross insubordination or other similar conduct, the Employer may discharge without prior notice, but shall immediately thereafter notify the Union of such discharge. Should a dispute arise in connection with the discharge of an employee it may be submitted as provided for in the Grievance Procedure. If at any step of the grievance procedure, it is agreed that the employee should be reinstated, the parties shall have the authority to agree on full, partial or no compensation for time lost.

ARTICLE VIII - ACCESS

A representative of the Union shall be permitted to enter the premises of the Employer upon notification to the Employer at any time during working hours, to carry out the terms of this Agreement and to ascertain that the terms hereof are being complied with. It is understood that he will not interfere in any way with the work of any employee other than the Steward.

ARTICLE IX - RECORDS

The Employer will supply a copy to the Union representative or Steward of the payroll record of any employee of the bargaining unit upon request.

ARTICLE X - MANAGEMENT CONTROL

Except as limited by the specific terms of this Agreement, the Employer shall continue to have the right to take any action which it deems appropriate in the management of the business in accordance with its judgment provided, however, that it will not be used for the purpose of discrimination against any employee, or for the purpose of invalidating any contract provisions.

ARTICLE XI - NO DISCRIMINATION

The Company agrees that it will not discriminate against an employee or applicant for employment for or on account of his affiliation or activities with the Union or because of race, creed, color or national origin.

ARTICLE XII - WORK ASSIGNMENTS

The Employer shall not direct or require employees other than the employees in the bargaining unit here involved to perform work which is recognized as the work of the employees in this unit.

ARTICLE XIII - MAINTENANCE OF STANDARDS

The past practices listed in Appendix "A" shall be maintained during the term of this Agreement.

ARTICLE XIV - PICKET LINE

It shall not be a violation of this Agreement, and shall not be cause for discharge or disciplinary action, in the event an employee (a) refuses to enter upon any property of his Employer involved in a lawful primary labor dispute or refuses to go through or work behind any lawful primary picket lines at his Employer's places of business, including picket lines of unions parties to this agreement; or (b) refuses to go through or work behind any picket line, including picket lines of parties to this Agreement, at the places of business of any other employer where the employees of such employer are engaged in a strike ratified or approved by the Union of such employees whom such employer is legally required to recognize.

ARTICLE XV - UNAUTHORIZED ACTIVITY

It is understood and agreed that the Union shall have no financial liability for acts of its members or agents which are unauthorized and which the Union cannot control. It is agreed, however, that, in the event of any such unauthorized action, the Union shall, upon receiving notice thereof, urge its members to return to work, if there should be a work stoppage, and just as soon as practical address a letter to the Employer notifying the Employer that the action of the Union members or agents is unauthorized.

The Employer shall be privileged to discipline or discharge employees responsible for such unauthorized activities without being in violation of the terms of this Agreement, subject, however, to the fact of participation only being subject to the grievance and arbitration provisions of this Agreement.

It is further mutually agreed that the Local Union will, within thirty (30) days of the date of the signing of this Agreement, serve upon the Employer a written notice, which notice will list the Union's authorized representatives who will deal with the Employer, make commitments for the Union generally, and in particular have the sole authority to act for the Union.

It is further agreed and understood that the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America shall not be liable for any strike, breach or default in violation of this Agreement unless the act is expressly authorized by its Executive Board.

ARTICLE XVI - NO STRIKE - NO LOCKOUT

The Employer agrees not to lock out any of its employees during the term of this Agreement. The Union agrees that it will not engage in, initiate, authorize, sanction, or support any strikes, slow-downs, stoppages of work, boycotts, picketing or any other interference with the peaceful operation of the Employer's business during the term of this Agreement, except as otherwise herein provided.

ARTICLE XVII - INVALIDATION

If any portion of this Agreement is declared illegal, it shall not in any way affect the remaining provisions of the Agreement. Any portion of this Agreement declared to be illegal shall be subject to renegotiation. If such negotiations shall not result in a mutually satisfactory Agreement, the Union shall be permitted all legal or economic recourse.

ARTICLE XVIII - HOURS OF WORK

Section 1:

The Company agrees that the regular hours of work shall be eight (8) hours per day and forty (40) hours per week, and that the work week shall start on Monday and end on Friday. All work in excess of eight (8) hours per day and forty (40) hours per week shall be considered as overtime, and employees shall be paid time and one-half for working such overtime periods. Time and one-half shall be paid for all work performed on Saturdays; double time shall be paid for all work performed on Sundays. Overtime shall not be paid twice for the same hours. All employees shall be paid weekly.

Section 2:

Employees working on a second or night shift shall be paid ten cents (10¢) per hour above their regular rate of pay. Employees working on the third shift shall be paid twelve and one-half cents (12½¢) per hour above their regular rate of pay.

Section 3:

Every employee, except a part-time employee, who reports after being scheduled to work shall receive a minimum of eight hours at his basic straight time hourly rate, except that the Employer shall not be liable for such minimum pay in the event that work is not available due to an act of God or unforeseen emergency. This provision does not relieve the Employer of the notice of lay-off provided for herein. If the Company can make work for those on the first shift who succeed in getting to work, it will do so.

Section 4:

Overtime shall be worked in accordance with the rules shown in Appendix "A" attached hereto.

ARTICLE XIX - HOLIDAYS

The holidays listed in Appendix "A" shall be holidays for which regular employees shall receive eight hours pay at regular straight time rates without performing any work, provided the employee worked the regular scheduled workday immediately before and also the workday immediately after the holiday, unless his absence on either of such days occurred with the consent of his supervisor.

If any of the named holidays fall on a Saturday, each regular employee shall receive his regular eight hours straight time rate without performing any work or, at the Employer's option, another day off with pay. If any such holidays fall on a Sunday, the holiday shall be celebrated on the following Monday.

Employees with less than thirty (30) days seniority shall not be entitled to holiday pay.

Employees who are absent due to illness or layoff but who work within five (5) working days before or after the holiday shall be paid for any holiday listed in Appendix "A".

All time worked by an employee on a holiday listed in Appendix "A" shall be paid for on the basis of double time in addition to the holiday pay.

ARTICLE XX - FUNERAL LEAVE

In case an employee attends the funeral of his mother, mother-in-law, father, father-in-law, brother, sister, husband, wife or child, the Company will grant a leave of absence with pay from day of death until and including day of funeral, not to exceed three (3) working days.

ARTICLE XXI - JURY SERVICE LEAVE

Employees who are summoned for jury service shall suffer no loss in their regular day's wages due to such service, but shall be paid the difference between their jury fees and the amount of their regular day's (8 hours) pay.

ARTICLE XXII - HEALTH AND WELFARE AND PENSION PROVISIONS

Health and Welfare and Pension Provisions shall be as set out in Appendix "A" attached hereto.

ARTICLE XXIII - WAGES AND CLASSIFICATIONS

The standard hourly wage rates for the job classifications and the effective dates thereof shall be those as set forth in Appendix "A" which is attached to and part of this Agreement.

If new jobs are established at any warehouse location, the Local Union and the Company will jointly establish the rate to be paid. In the event the Company and the Local Union cannot reach agreement on the rate to be paid the matter will be referred immediately to the Joint National Committee under Step 3 of the Grievance Procedure.

ARTICLE XXIV - VACATIONS

Section 1:

Each employee employed by the Employer regularly and continuously for the period as shown in Appendix "A" and prior to July 1st of such year, will receive the corresponding vacation with pay as shown in Appendix "A".

An excused absence (but not a leave of absence) or a lay-off of up to thirty days duration shall not constitute an interruption of regular and continuous employment under this paragraph. The vacation period for each employee shall be designated by the Employer after consultation and an attempt to agree upon the period with the Shop Steward, but the final right to allot vacation periods and to change such allotments is exclusively reserved to the Employer. Wherever practicable, seniority shall prevail in choice of vacation. Vacation list shall be completed and posted by May 1st of each year.

An employee shall receive at the Employer's option either an extra day's vacation or an extra day's pay for a paid holiday which falls within his vacation period.

An employee, who would otherwise have been entitled hereunder to a vacation with pay during the calendar year in which he shall enter the military or naval service of the United States, shall be paid an amount equal to the vacation pay he would have been entitled to receive for the period of such vacation should he enter such service before taking such vacation.

Section 2:

Each employee eligible for a vacation shall be entitled to vacation pay for each week of vacation to which he is entitled under the Schedule set forth in Appendix "A", on the basis of forty (40) times the regular hourly rate that he would have received had he worked such week.

Section 3:

Additional pay will not be granted in lieu of time off from work, and in no event will more than one vacation with pay be granted in any calendar year nor will two vacation periods of an employee be permitted without an interval of at least three (3) months.

Section 4:

Any employee permanently leaving the service of the Company shall be granted accumulated vacation benefits.

ARTICLE XXV - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall be paid sick leave according to Appendix "A".

ARTICLE XXVI - SEVERANCE PAY

Any employee whose employment is terminated by the Employer for any reason other than retirement for age, or resignation, or discharge shall receive a termination allowance in accordance with the following schedule:

<u>Period of Regular and Continuous Employment</u>	<u>Allowance</u>
Six months to one year	One week's pay
One year to five years	Two weeks' pay
Five years to eight years	Three weeks' pay
Eight years to ten years	Four weeks' pay
Ten years to twelve years	Five weeks' pay
Twelve years to fourteen years	Six weeks' pay
Fourteen years and over	Seven weeks' pay

Any employee who accepts the termination allowance shall cease to have any seniority credit under Article III hereof and if thereafter reemployed by the Employer shall for all purposes of this Agreement be regarded as a new employee. Consideration shall be given by the Employer to employees resigning prior to age of retirement because of ill health and inability to continue this type of work.

ARTICLE XXVII - TERMINATION

This Agreement shall be in full force and effect from May 1, 1963, to and including April 30, 1966, and shall continue in full force and effect from year to year thereafter unless written notice via U.S. Registered or Certified Mail of a desire to cancel or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to date of expiration.

It is further provided that where no such cancellation or termination notice is served and the parties desire to continue said Agreement but also desire to negotiate changes or revisions in this Agreement, either party may serve upon the other a written notice via U.S. Registered or Certified Mail at least sixty (60) days prior to April 30, 1966, or April 30 of any subsequent contract year, advising that such party desires to continue this Agreement but also desires to revise or change terms or conditions of such Agreement.

The respective parties shall be permitted all lawful economic recourse to support their request for revisions if the parties fail to agree thereon.

IN WITNESS WHEREOF the parties hereto have set their hands and seals this _____ of _____, 19____, effective as of May 1, 1963.
(day) (month)

FOR THE UNION:

FOR THE EMPLOYER:

APPENDIX "A"

LOCAL UNION NO. 117
Seattle, Washington

This Appendix is a supplement to the Master Contract which is effective May 1, 1963, between the Chase Brass and Copper Co., Incorporated and the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and its affiliated Local Unions who have collective bargaining agreements with the Company.

The following sections apply only to Teamsters Local Union No. 117:

Section 1 - WAGES

The minimum wages for the following classifications are:

<u>CLASSIFICATION</u>	<u>EFFECTIVE</u>	<u>EFFECTIVE</u>	<u>EFFECTIVE</u>
	<u>5-1-63</u>	<u>5-1-64</u>	<u>5-1-65</u>
Lift Truck Operators	\$2.945	\$3.025	\$3.105
Shipping Clerks	2.945	3.025	3.105
General Warehousemen	2.72	2.80	2.88

Section 2 - VACATION SCHEDULE

All employees, after one (1) year's service with the employer, shall receive one (1) week's vacation with full pay for five (5) days at their straight time rate in effect at the time they take their vacation. Employers shall adhere to existing practices in granting vacations, but in no case shall a vacation with pay be less than one (1) week after one (1) year of service. The Employer shall designate the time vacations may be taken. Should an employee be discharged or leave after one (1) year's service with an Employer, he shall be entitled to one (1) week's vacation as outlined above. After two (2) years' service a second week's vacation will be similarly granted. After ten (10) years' service, three (3) weeks' vacation shall be granted.

Any employee with more than one (1) year's service, who is laid off or quits, shall receive pro rata vacation pay as follows: For each full month of service following the last anniversary date of his employment, one-twelfth (1/12th) of two (2) weeks' pay after one (1) year of service up to nine (9) years' service; then one-twelfth (1/12th) of three (3) weeks' pay after nine (9) years' service shall prevail.

Local Union No. 117
Seattle, Washington

Section 3 - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall not lose their regular day's pay up to a maximum of eight (8) days for this contract year, plus the number of days of unused sick leave pay for the preceding contract years, but not to exceed twenty-four (24) days.

Section 4 - HOLIDAYS

The following days shall be considered holidays: January 1, February 22, May 30, July 4, Labor Day, Thanksgiving Day and December 25, and all regular employees shall be paid for all such holidays regardless upon which day in the week the holiday shall fall. The Employer shall have the option of closing on Friday if a holiday falls on Saturday.

Section 5 - OVERTIME SCHEDULE

In computing overtime for less than fifteen (15) minutes, fifteen (15) minutes shall be allowed; for over fifteen (15) minutes and less than one-half (1/2) hour, one-half (1/2) hour shall be allowed; for over one-half (1/2) hour and less than forty-five (45) minutes, forty-five (45) minutes shall be allowed; for over forty-five (45) minutes and less than one (1) hour, one (1) hour shall be allowed.

Section 6 - MAINTENANCE OF STANDARDS

a. Extra employees, ordered to work shall receive at least four (4) hours' pay unless they voluntarily quit or are discharged for cause. After thirty (30) days' employment, the employee shall be considered regular. All regular employees on beginning the work week, shall be guaranteed forty (40) hours' work or pay, except in emergencies beyond the employer's control, or where the employee quits, fails to report for work, or is terminated for just cause.

b. Five (5) consecutive days of eight (8) consecutive hours, Monday through Friday, inclusive, shall constitute a week's work. All hours over eight (8) per day and forty (40) per week shall be paid for at time and one-half (1 1/2) the regular rate. Saturday shall be a premium day and anyone called to work on Saturday shall be guaranteed four (4) hours' pay at the rate of time and one-half (1 1/2). If called to work on Sunday, an employee shall receive double time for a full day. In the event of an emergency, the employer may call an employee on Sunday for two (2) hours or less, and he shall receive four (4) hours' pay at the scheduled overtime rate. If the employee works over two (2) hours, he shall receive eight (8) hours' pay at the scheduled overtime rate.

Local Union No. 117
Seattle, Washington

c. The regular starting time for employee's first shift shall be established by the employer between 6:00 A.M. and 9:00 A.M. and the employer shall notify the Union of the starting time selected. Such starting time, when established shall apply for the duration of this Agreement. Any work performed before the regular starting time shall be paid for at the rate of time and one-half ($1\frac{1}{2}$) and in addition thereto, the employee shall be guaranteed eight (8) hours of work or pay commencing with his regular starting time.

d. Starting time for second shift shall be established by the Employer between the hours of 4:00 P.M. and 6:00 P.M. and when established, shall be maintained for the duration of this Agreement. Any work performed before the regular starting time shall be compensated for at the rate of time and one-half ($1\frac{1}{2}$), and the employee shall be guaranteed eight (8) hours of work or pay in addition thereto commencing with the regular starting time. The pay for the second shift shall be ten (10¢) cents per hour in addition to the regular hourly rate.

e. Starting time for the third shift shall be established by the Employer between the hours of 11:00 P.M. and 1:00 A.M. and when established, shall be maintained for the duration of this Agreement. Any work performed before the regular starting time shall be compensated for at the rate of time and one-half ($1\frac{1}{2}$) and the employee shall in addition thereto, be guaranteed eight (8) hours of work or pay commencing with the regular starting time. The pay for the third shift shall be fifteen (15¢) per hour in addition to the regular hourly rate.

f. No employee who, prior to the date of this Agreement, was receiving more than the rate of wages designated in this Agreement for the class of work in which he is engaged, shall suffer a reduction in the rate of wages because of the adoption and application of this contract.

Section 7 - HEALTH & WELFARE

Effective May 1, 1963, the Employer shall pay into the Northwest Warehousemen's Trust, the sum of \$16.55 per month for each employee covered by this Agreement who worked eighty (80) hours or more beginning with the month of May. The aforementioned payments shall be made on or before the tenth (10th) day of each month.

It is further agreed that upon prior notice, the monthly payment set forth under paragraph 1 above may be changed by the Trustees of the Northwest Warehousemen's Trust for the purpose of maintaining the present level of Health and Welfare benefits.

Section 8 - PENSION

During continuance of this collective bargaining agreement, the Employer shall pay into the Western Conference of Teamsters Pension Trust Fund on account of each member of the bargaining unit, irrespective of membership or non-membership in the Union, the following amounts which are to be computed monthly:

Local Union No. 117
Seattle, Washington

Fifteen cents (15¢) per hour for each employee for all hours worked.

Vacation time will be considered as time worked for the purpose of employer contributions referred to above.

The total amount due each calendar month shall be remitted in a lump sum not later than ten (10) days after the last business day of such month. The Employer agrees to abide by such rules as may be established by the Trustees of said Trust Fund to facilitate the determination of the contributions due, the prompt and orderly collection of such amounts, and the accurate reporting and recording of such amounts paid on account of each member of the bargaining unit. Failure to make all payments herein provided for, within the time specified, shall be a breach of this Agreement.

APPENDIX "A"

LOCAL UNION NO. 221
Minneapolis, Minnesota

This Appendix is a supplement to the Master Contract which is effective May 1, 1963, between the Chase Brass and Copper Co., Incorporated and the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and its affiliated Local Unions who have collective bargaining agreements with the Company.

The following sections apply only to Teamsters Local Union No. 221:

Section 1 - WAGES

<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>5-1-63</u>	<u>EFFECTIVE</u> <u>5-1-64</u>	<u>EFFECTIVE</u> <u>5-1-65</u>
Truck Driver	\$2.77	\$2.85	\$2.93
Warehousemen & Order Fillers	2.67	2.75	2.83

The wages mentioned in the above classifications are to be considered as a minimum wage and any employee receiving more shall suffer no reduction because of this Agreement.

New employees hired into the foregoing classifications who have not had warehouse experience similar to the type of work performed at Chase Brass & Copper Company may be employed at a rate fifteen cents (15¢) per hour below the above rates and shall receive an increase of five (5¢) per hour each thirty (30) days until they reach the rate for their classification of work.

The Company may employ not to exceed two (2) sales trainees in the warehouse for training purposes. Any such employees shall not be covered by the terms of this Agreement. They shall gain no seniority rights. They may be shifted from one job to another during their training. No sales trainee shall be employed in the warehouse for longer than three (3) months nor at a time when regular employees are laid off for lack of work.

Section 2 - VACATION SCHEDULE

6 months to 12 months	1 week
12 months to 12 years	2 weeks
12 years and over	3 weeks

Section 3 - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall not lose their regular day's pay up to a maximum of eight (8) days for this contract year, plus the number of days of unused sick leave pay for the preceding contract years, but not to exceed twenty-four (24) days.

Section 4 - HOLIDAYS

New Year's Day	Thanksgiving Day
Decoration Day	Half Day before Christmas
July 4	Christmas Day
Labor Day	Half Day before New Year's

Section 5 - OVERTIME SCHEDULE

Overtime will be offered on the basis of seniority within the applicable classification, provided the employee is able to perform the work.

Section 6 - MAINTENANCE OF STANDARDS

The Company agrees that if an employee is required to wear any special kind of uniform, same shall be furnished by the Company free of charge.

Section 7 - HEALTH & WELFARE

Effective May 1, 1963 the Company will contribute \$3.24 per week for each employee covered by this Agreement to the ICE AND COAL DRIVERS HEALTH AND WELFARE FUND, INC.

Section B - PENSION PLAN

Effective May 1, 1963, the Employer shall contribute to the Central States, Southeast and Southwest Areas Pension Fund the sum of Six Dollars (\$6.00) per week for each employee covered by this Agreement who has been on the payroll thirty (30) days or more.

By the execution of this Agreement, the Employer authorizes the Employers' Associations which are parties hereto to enter into appropriate trust agreements necessary for the administration of such fund, and to designate the Employer Trustees under such agreement, hereby waiving all notice thereof and ratifying all action already taken or to be taken by such Trustees within the scope of their authority.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay the required contributions into the Pension Fund during the period of absence.

Contributions to the Pension Fund must be made for each week on each regular employee, even though such employee may work only part-time under the provisions of this contract, including paid vacations and weeks where work is performed for the Employer but not under the provisions of this contract, and although contributions may be made for those weeks into some other pension fund. Employees who work either temporarily or in cases of emergency under the terms of this contract shall not be covered by the provisions of this paragraph.

APPENDIX "A"

LOCAL UNION NO. 270
New Orleans, Louisiana

This Appendix is a supplement to the Master Contract which is effective May 1, 1953, between the Chase Brass and Copper Co., Incorporated and the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and its affiliated Local Unions who have collective bargaining agreements with the Company.

The following sections apply only to Teamsters Local Union No. 270:

Section 1 - WAGES

<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>5-1-63</u>	<u>EFFECTIVE</u> <u>5-1-64</u>	<u>EFFECTIVE</u> <u>5-1-65</u>
Shipping & Receiving Clerk*	\$2.18	\$2.26	\$2.34
General Warehouse	2.13	2.21	2.29

*The Company may designate an employee to be classified as Working Leader in combination with this classification (Shipping & Receiving Clerk-Working Leader) in which event an additional five cents (5¢) per hour will be paid.

Starting Rate - 20 cents per hour below the job rate
After 30 days - increased 10¢
After 180 days - increased 10¢

Section 2 - VACATION SCHEDULE

6 months to 12 months	1 week
12 months to 12 years	2 weeks
12 years and over	3 weeks

Section 3 - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall not lose their regular day's pay up to a maximum of eight (8) days for this contract year, plus the number of days of unused sick leave pay for the preceding contract years, but not to exceed twenty-four (24) days.

Local Union No. 270
Orleans, Louisiana

4 - HOLIDAYS

New Year's Day	Labor Day
Mardi Gras Day	Thanksgiving Day
$\frac{1}{2}$ Day - Good Friday	$\frac{1}{2}$ Day before Christmas
July 4th	Christmas Day

5 - OVERTIME SCHEDULE

Overtime will be offered on the basis of rotation within the applicable classification, provided the employee is able to perform the work.

6 - MAINTENANCE OF STANDARDS

Uniforms for the Employees will be continued in accordance with the existing practice.

7 - HEALTH & WELFARE (Effective May 1, 1963)

The Employer shall contribute to the fund, known as Central States, Southeast & Southwest Area Health & Welfare Fund, which is to be administered jointly by the parties, the sum of \$3.50 per week for each employee covered by this Agreement who has been on the payroll thirty (30) days or more. By the execution of this Agreement, the Employer authorizes the Employers' Association who are parties hereto to enter into appropriate trust agreements necessary for the administration of such fund, and to designate the Employer Trustees under such Agreement, hereby waiving all notice thereof and ratifying all actions already taken or to be taken by such Trustees within the scope of their authority.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay the required contributions into the Health and Welfare Fund during the period of absence.

Contributions to the Health and Welfare Fund must be made for each week on each regular employee under the provisions of this Agreement, including weeks where no work is performed under provisions of this Agreement, and although contributions may be made for those weeks into some other Health and Welfare Fund. Employees who work either temporarily or in case of emergency under the terms of this Agreement shall not be covered by the provisions of this paragraph. The employee must make suitable arrangements for continuations of Health and Welfare payments before a leave of absence may be approved by either the Local Union or the Employer.

Section 8 - PENSION PLAN

Effective May 1, 1963, the Employer shall contribute to the Central States, Southeast and Southwest Areas Pension Fund the sum of Six Dollars (\$6.00) per week for each employee covered by this Agreement who has been on the payroll thirty (30) days or more.

By the execution of this Agreement, the Employer authorizes the Employers' Associations which are parties hereto to enter into appropriate trust agreements necessary for the administration of such fund, and to designate the Employer Trustees under such agreement, hereby waiving all notice thereof and ratifying all action already taken or to be taken by such Trustees within the scope of their authority.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay the required contributions into the Pension Fund during the period of absence.

Contributions to the Pension Fund must be made for each week on each regular employee, even though such employee may work only part-time under the provisions of this contract, including paid vacations and weeks where work is performed for the Employer but not under the provisions of this contract, and although contributions may be made for those weeks into some other pension fund. Employees who work either temporarily or in cases of emergency under the terms of this contract shall not be covered by the provisions of this paragraph.

APPENDIX "A"

Local Union No. 337
Detroit, Michigan

This Appendix is a supplement to the Master Contract which is effective May 1, 1963, between the Chase Brass and Copper Co., Incorporated and the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and its affiliated Local Unions who have collective bargaining agreements with the Company.

The following sections apply only to Teamsters Local Union No. 337:

Section 1 - WAGES

<u>CLASSIFICATION</u>	<u>EFFECTIVE</u>	<u>EFFECTIVE</u>	<u>EFFECTIVE</u>
	<u>5-1-63</u>	<u>5-1-64</u>	<u>5-1-65</u>
Slitting & Shear	\$2.95	\$3.03	\$3.16
Slitting & Shear Asst.	2.80	2.88	3.01
Warehouseman	2.75	2.83	2.96
Labor	2.55	2.63	2.76

For the first thirty (30) days a new employee will be hired at a rate ten cents (10¢) below the wage rate for the classification and will be advanced to the wage rate for the classification upon completion of the thirty (30) day probationary period.

Section 2 - VACATION SCHEDULE

6 months to 12 months	1 week
12 months to 12 years	2 weeks
12 years and over	3 weeks

Section 3 - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall not lose their regular day's pay up to a maximum of eight (8) days for this contract year, plus the number of days of unused sick leave pay for the preceding contract years, but not to exceed twenty-four (24) days.

Local Union No. 337
Detroit, Michigan

Section 4 - HOLIDAYS

New Year's Day	Thanksgiving Day
Memorial Day	Christmas Day
Fourth of July	1 day before Christmas
Labor Day	1 day before New Year's

Section 5 - OVERTIME SCHEDULE

Overtime shall be worked when scheduled by the Company. If employees are able and qualified to perform work in a higher or lower job classification than their regular wage rate classification, they will be assigned to such work to permit reasonable equalization of overtime work.

Section 6 - MAINTENANCE OF STANDARDS

The past practices listed below shall be maintained during the term of this Agreement:

Re: Wash-up. The employees shall be allowed five (5) minutes for wash-up before lunch period and five (5) minutes for wash-up before quitting time.

Re: Coffee Period. Employees will be permitted the morning ten (10) minute coffee period in accordance with the present practice. Further, they will be permitted one (1) additional ten (10) minute coffee period if overtime exceeds two (2) hours.

Re: Good Friday In lieu of an additional holiday in Appendix "A" under provisions of Article XIX, employees desiring to attend church services will be excused from working the full eight (8) hour day on Good Friday provided that sufficient employees remain to continue required operations. Employees not receiving such excused time off on Good Friday will be allowed equivalent time off on another day during the calendar year when operations will not be adversely affected.

Section 7 - HEALTH & WELFARE

Effective May 1, 1963, the Employer shall contribute monthly to the Michigan Conference of Teamsters Welfare Fund an amount equal to \$4.30 per week for each regular employee in the bargaining unit who has been on the payroll thirty (30) days or more and who has worked at least one day or has been on paid vacation during each week for which a contribution is made.

Effective May 1, 1965, the Employer shall contribute monthly to the Michigan Conference of Teamsters Welfare Fund an amount equal to \$4.80 per week for each regular employee in the bargaining unit who has been on the payroll thirty (30) days or more and who has worked at least one day or has been on paid vacation during each week for each a contribution is made.

Local Union No. 337
Detroit, Michigan

If a regular employee is injured on the job, the Employer shall continue to pay the required contributions until such employee is able to return to work or until the expiration of six (6) months from date last worked, whichever period is shorter.

If a regular employee is absent from work for an entire week or more because of illness, leave of absence (other than military leave) or off-the-job injury, he shall be responsible for the required contributions during such period of absence and shall make suitable arrangements to pay the same. In the case of a military leave of absence, coverage terminates the week that the employee last works.

Section 8 - PENSION PLAN

Effective May 1, 1963, the Employer shall contribute to the Central States, Southeast and Southwest Areas Pension Fund the sum of Six Dollars (\$6.00) per week for each employee covered by this Agreement who has been on the payroll thirty (30) days or more.

By the execution of this Agreement, the Employer authorizes the Employers' Associations which are parties hereto to enter into appropriate trust agreements necessary for the administration of such Fund, and to designate the Employer Trustees under such agreement, hereby waiving all notice thereof and ratifying all action already taken or to be taken by such Trustees within the scope of their authority.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee prior to the leave of absence being effective, sufficient monies to pay the required contributions into the Pension Fund during the period of absence.

Contributions to the Pension Fund must be made for each week on each regular employee, even though such employee may work only part-time under the provisions of this contract, including paid vacations and weeks where work is performed for the Employer but not under the provisions of this contract, and although contributions may be made for those weeks into some other pension fund. Employees who work either temporarily or in cases of emergency under the terms of this contract shall not be covered by the provisions of this paragraph.

APPENDIX "A"

LOCAL UNION NO. 504
Boston, Massachusetts

This Appendix is a supplement to the Master Contract which is effective May 1, 1963, between the Chase Brass and Copper Co., Incorporated and the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and its affiliated Local Unions who have collective bargaining agreements with the Company.

The following sections apply only to Teamsters Local Union No. 504:

Section 1 - WAGES

CLASSIFICATIONS	EFFECTIVE 5-1-63	EFFECTIVE 5-1-64	EFFECTIVE 5-1-65
Truck Driver	\$2.62	\$2.70	\$2.78
Shipping Clerk & Working Leader	2.62	2.70	2.78
General Warehouseman	2.52	2.60	2.68

Section 2 - VACATION SCHEDULE

6 months to 12 months	1 week
12 months to 12 years	2 weeks
12 years and over	3 weeks

Section 3 - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall not lose their regular day's pay up to a maximum of eight (8) days for each contract year. All unused sick leave shall be paid for at straight time rates to the employees on the nearest pay period to December 15th of each year.

Section 4 - HOLIDAYS

New Year's Day	July 4th
Washington's Birthday	Labor Day
Patriot's Day (April 19th)	Columbus Day
Good Friday	Veteran's Day
Memorial Day	Thanksgiving Day

Christmas Day

Local Union No. 504
Boston, Massachusetts

Section 5 - OVERTIME SCHEDULE

Overtime will be offered on the basis of rotation within the applicable classification, provided the employee is able to perform the work.

Section 6 - MAINTENANCE OF STANDARDS

While the Company continues the present practice of requiring employees to wear uniforms at work it will pay the full cost of uniform service.

Section 7 - HEALTH & WELFARE

Life Insurance - The Company will continue to provide at its expense \$2,000 Life Insurance coverage for each employee in the bargaining unit.

Casualty Insurance - The Company will continue to provide at its expense the present coverage for Accidental Death & Dismemberment and Sickness & Accident Insurance, excluding Surgical Fees.

Blue Cross and Blue Shield Insurance - During the term of this Agreement the Company will pay the present premium costs for the Standard Blue Cross (\$18.00 per day plan) and Blue Shield coverage for all employees in the bargaining unit.

Section 8 - PENSION PLAN

Effective May 1, 1963, the Employer shall contribute to the Central States, Southeast and Southwest Areas Pension Fund the sum of Six Dollars (\$6.00) per week for each employee covered by this Agreement who has been on the payroll thirty (30) days or more.

By the execution of this Agreement, the Employer authorizes the Employers' Associations which are parties hereto to enter into appropriate trust agreements necessary for the administration of such fund, and to designate the Employer Trustees under such agreement, hereby waiving all notice thereof and ratifying all action already taken or to be taken by such Trustees within the scope of their authority.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay the required contributions into the Pension Fund during the period of absence.

Contributions to the Pension Fund must be made for each week on each regular employee, even though such employee may work only part-time under the provisions of this contract, including paid vacations and weeks where work is performed for the Employer but not under the provisions of this contract, and although contributions may be made for those weeks into some other pension fund. Employees who work either temporarily or in cases of emergency under the terms of this contract shall not be covered by the provisions of this paragraph.

APPENDIX "A"

LOCAL UNION NO. 541
Kansas City, Missouri

This Appendix is a supplement to the Master Contract which is effective May 1, 1963, between the Chase Brass and Copper Co., Incorporated and the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and its affiliated Local Unions who have collective bargaining agreements with the Company.

The following sections apply only to Teamsters Local Union No. 541:

Section 1 - WAGES

<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>5-1-63</u>	<u>EFFECTIVE</u> <u>5-1-64</u>	<u>EFFECTIVE</u> <u>5-1-65</u>
Warehousemen	\$2.55	\$2.63	\$2.76
Order Fillers	2.65	2.73	2.86

Section 2 - VACATION SCHEDULE

6 months to 12 months	1 week
12 months to 12 years	2 weeks
12 years and over	3 weeks

Section 3 - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall not lose their regular day's pay up to a maximum of eight (8) days for this contract year, plus the number of days of unused sick leave pay for the preceeding contract years, but not to exceed twenty-four (24) days.

Section 4 - HOLIDAYS

New Year's Day	Thanksgiving Day
Decoration Day	Christmas Day
Fourth of July	1 day before Christmas
Labor Day	1 day before New Year's

Local Union No. 541
Kansas City, Missouri

Section 5 - OVERTIME SCHEDULE

Overtime will be offered on the basis of seniority within the applicable classification, provided the employee is able to perform the work.

Section 6 - MAINTENANCE OF STANDARDS

Uniforms for the employees will be continued in accordance with the existing practice.

Section 7 - HEALTH & WELFARE

Effective May 1, 1963, the employer shall contribute to the fund, known as the Central States, Southeast and Southwest Areas Health and Welfare Fund, which is to be administered jointly by the parties, the sum of Four Dollars and Thirty cents (\$4.30) per week for each employee covered by this Agreement who has been on the payroll thirty (30) days or more. Effective May 1, 1965, this weekly contribution shall be increased to Four Dollars and Eighty cents (\$4.80). By the execution of this Agreement, the Employer authorizes the Employers' Association who are parties hereto to enter into appropriate trust agreements necessary for the administration of such fund, and to designate the Employer Trustees under such Agreement, hereby waiving all notice thereof and ratifying all actions already taken or to be taken by such Trustees within the scope of their authority.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay the required contributions into the Health and Welfare Fund during the period of absence.

Contributions to the Health and Welfare Fund must be made for each week on each regular employee under the provisions of this Agreement, including weeks where no work is performed under provisions of this Agreement, and although contributions may be made for those weeks into some other Health and Welfare Fund. Employees who work either temporarily or in case of emergency under the terms of this Agreement shall not be covered by the provisions of this paragraph. The employee must make suitable arrangements for continuations of Health and Welfare payments before a leave of absence may be approved by either the Local Union or the Employer.

Section B - PENSION PLAN

Effective May 1, 1963, the Employer shall contribute to the Central States, Southeast and Southwest Areas Pension Fund the sum of Six Dollars (\$6.00) per week for each employee covered by this Agreement who has been on the payroll thirty (30) days or more.

By the execution of this Agreement, the Employer authorizes the Employers' Associations which are parties hereto to enter into appropriate trust agreements necessary for the administration of such fund, and to designate the Employer Trustees under such agreement, hereby waiving all notice thereof and ratifying all action already taken or to be taken by such Trustees within the scope of their authority.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay the required contributions into the Pension Fund during the period of absence.

Contributions to the Pension Fund must be made for each week on each regular employee, even though such employee may work only part-time under the provisions of this contract, including paid vacations and weeks where work is performed for the Employer but not under the provisions of this contract, and although contributions may be made for those weeks into some other pension fund. Employees who work either temporarily or in cases of emergency under the terms of this contract shall not be covered by the provisions of this paragraph.

Contract which is effective
in the event of the
Breach of the Contract,
and the related Local
Law with the Company.

THE EFFECTIVE

to be made, subject to
the fact that their regular
for this contract year,
copy for the preceding
-four (4) days

Local Union No. 570
Baltimore, Maryland

Section 4 - HOLIDAYS

New Year's Day	July 4th
Good Friday	Labor Day
Memorial Day	Thanksgiving Day
Christmas Day	

Section 5 - OVERTIME SCHEDULE

Overtime will be offered on the basis of seniority within the applicable classification, provided the employee is able to perform the work.

Section 6 - MAINTENANCE OF STANDARDS

Uniforms for the employees covered by this Agreement will be continued in accordance with the existing practice.

Section 7 - HEALTH & WELFARE

Effective May 1, 1963, the Company will contribute ten cents (10¢) for each straight-time hour worked by each employee covered by this Agreement to the Warehouse Employees Local Union No. 570 Health and Welfare Fund.

Section B - PENSION PLAN

Effective May 1, 1963, the Employer shall contribute to the Central States, Southeast and Southwest Areas Pension Fund the sum of Six Dollars (\$6.00) per week for each employee covered by this Agreement who has been on the payroll thirty (30) days or more.

By the execution of this Agreement, the Employer authorizes the Employers' Associations which are parties hereto to enter into appropriate trust agreements necessary for the administration of such fund, and to designate the Employer Trustees under such agreement, hereby waiving all notice thereof and ratifying all action already taken or to be taken by such Trustees within the scope of their authority.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay the required contributions into the Pension Fund during the period of absence.

Contributions to the Pension Fund must be made for each week on each regular employee, even though such employee may work only part-time under the provisions of this contract, including paid vacations and weeks where work is performed for the Employer but not under the provisions of this contract, and although contributions may be made for those weeks into some other pension fund. Employees who work either temporarily or in cases of emergency under the terms of this contract shall not be covered by the provisions of this paragraph.

APPENDIX "A"

LOCAL UNION NO. 677
Waterbury, Connecticut

This Appendix is a supplement to the Master Contract which is effective May 1, 1963, between the Chase Brass and Copper Co., Incorporated and the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and its affiliated Local Unions who have collective bargaining agreements with the Company.

The following sections apply only to Teamsters Local Union No. 677:

Section 1 - WAGES

<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>5-1-63</u>	<u>EFFECTIVE</u> <u>5-1-64</u>	<u>EFFECTIVE</u> <u>5-1-65</u>
General Warehouseman	\$2.70	\$2.78	\$2.86

New employees hired at 20¢ below above rates
After 30 days - 10¢ Increase
After 120 days - Job Rate

Section 2 - VACATION SCHEDULE

6 months to 12 months	1 week
12 months to 12 years	2 weeks
12 years and over	3 weeks

Section 3 - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall not lose their regular day's pay up to a maximum of eight (8) days for this contract year, plus the number of days of unused sick leave pay for the preceding contract years, but not to exceed twenty-four (24) days.

Local Union No. 677
Waterbury, Connecticut

Section 4 - HOLIDAYS

New Year's Day	July 4th
Good Friday	Labor Day
Memorial Day	Thanksgiving Day
Christmas Day	

Section 5 - OVERTIME SCHEDULE

Overtime will be offered on the basis of seniority within the applicable classification, provided the employee is able to perform the work.

Section 6 - MAINTENANCE OF STANDARDS

- a. A five (5) minute wash-up period will be continued in accordance with existing practice.
- b. Suitable rain protective equipment will be furnished in accordance with existing practice for employees required to work out of doors in inclement weather.

Section 7 - HEALTH & WELFARE

The Group Life, Sickness & Accident, Accidental Death and Dismemberment and Hospital- Surgical Insurance Plans presently in effect for all employees in the bargaining unit will continue to be available for the duration of this Agreement.

Section 8 - PENSION PLAN

Effective May 1, 1963, the Employer shall contribute to the Central States, Southeast and Southwest Areas Pension Fund the sum of Six Dollars (\$6.00) per week for each employee covered by this Agreement who has been on the payroll thirty (30) days or more.

By the execution of this Agreement, the Employer authorizes the Employers' Associations which are parties hereto to enter into appropriate trust agreements necessary for the administration of such fund, and to designate the Employer Trustees under such agreement, hereby waiving all notice thereof and ratifying all action already taken or to be taken by such Trustees within the scope of their authority.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay the required contributions into the Pension Fund during the period of absence.

Contributions to the Pension Fund must be made for each week on each regular employee, even though such employee may work only part-time under the provisions of this contract, including paid vacations and weeks where work is performed for the Employer but not under the provisions of this contract, and although contributions may be made for those weeks into some other pension fund. Employees who work either temporarily or in cases of emergency under the terms of this contract shall not be covered by the provisions of this paragraph.

APPENDIX "A"

LOCAL UNION NO. 688
St. Louis, Missouri

This Appendix is a supplement to the Master Contract which is effective May 1, 1963, between the Chase Brass and Copper Co., Incorporated and the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and its affiliated Local Unions who have collective bargaining agreements with the Company.

The following sections apply only to Teamsters Local Union No. 688:

Section 1 - WAGES

<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>5-1-63</u>	<u>EFFECTIVE</u> <u>5-1-64</u>	<u>EFFECTIVE</u> <u>5-1-65</u>
<u>Group I</u>			
Shearing and Slitting Clerk, Inventory Clerk & Shipping & Receiving Clerk	\$2.955	\$3.035	\$3.115
<u>Group II</u>			
Order Fillers, Checking & Miscellaneous Machine Operators	2.905	2.985	3.065
<u>Group III</u>			
Lift Truck Operators & Warehouse Labor	2.615	2.695	2.775

New employees hired at 25¢ per hour below scale
After 30 days - 10¢ increase
After 90 days - 10¢ increase
After 180 days - Job rate

Section 2 - VACATION SCHEDULE

6 months to 12 months	1 week
12 months to 10 years	2 weeks
10 years and over	3 weeks

Local Union No. 688
St. Louis, Missouri

Section 3 - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall not lose their regular day's pay up to a maximum of eight (8) days for this contract year, plus the number of days of unused sick leave pay for the preceding contract years, but not to exceed twenty-four (24) days.

Section 4 - HOLIDAYS

New Year's Day (January 1st)	Labor Day
Good Friday	Veteran's Day (Nov. 11th)
Memorial Day (May 30th)	Thanksgiving Day
Independence Day (July 4th)	Christmas Day

Section 5 - OVERTIME SCHEDULE

1. If and when overtime work is needed, it will be offered to employees by seniority within a classification.
2. Company will keep a record of overtime assignments, which will be available for examination by the employees or the steward.
3. Nothing herein shall be construed to require the Company to provide overtime.
4. Any part of one-quarter hour worked by the employee before his regular starting time, or after his regular quitting time, at the direction of the supervisor, shall constitute a full one-quarter hour and shall be paid for at the applicable overtime rate.
5. Notice of overtime shall be posted on the bulletin board at least twenty-four (24) hours in advance of said overtime work, whenever possible, but where such advance notice has not been given an employee requested to work overtime may not be penalized for refusal where he has reasonable excuse therefor.

Section 6 - MAINTENANCE OF STANDARDS

1. Uniforms. While the Company continues the present practice of requiring employees to wear uniforms at work it will provide the uniforms and clean and repair them at its expense.
2. Rest periods. The practice is to afford employees a 15 minute rest period in the morning and a 10 minute rest period in the afternoon. Time when each employee goes on rest period is determined by management.

Local Union No. 688
St. Louis, Missouri

3. Credit Union Checkoff. The Company will deduct from the pay check of each employee who has signed proper legal authorization, the amount the employee designates to be forwarded to the St. Louis Joint Council Credit Union, to be credited to his account.

Section 7 - HEALTH & WELFARE

Health Clause. The Company will continue to pay into the St. Louis Labor Health Institute a sum equal to 5% of the gross pay (before deductions for social security, taxes, union dues, etc.) of all full time regular employees of the Company within the Collective Bargaining Unit covered by this Agreement, plus 5% of the pay of any other persons regularly in its employ full time, whom the Company wishes to enroll.

Said 5% payments shall entitle the employees of the Company covered by this Agreement to regular membership in the St. Louis Labor Health Institute for themselves and their dependents as associate members under the Family "A" Plan. He and his dependents shall be entitled to such medical services and hospital benefits as are provided in the rules and regulations of the St. Louis Labor Health Institute.

Payments to the St. Louis Labor Health Institute hereunder shall be made weekly, bi-weekly, monthly, or otherwise, as may be agreed between the Company and the St. Louis Labor Health Institute and shall continue for the duration of this contract.

The Company shall have no right, title or interest in any monies so paid or in the funds of the St. Louis Labor Health Institute or its control or management except as provided in the By-Laws of the St. Louis Labor Health Institute. No employee shall have any right, title or interest in any monies so paid or any claim against the Company or the St. Louis Labor Health Institute, or the Union, or any right, title or interest in the control and management of said St. Louis Labor Health Institute, except as provided in the By-Laws of the St. Louis Labor Health Institute.

The Company's and employees' right, title and interest shall be limited to medical and health services to employees and members of their families while said employee is in the employ of said Employer except as otherwise provided by the By-Laws of said St. Louis Labor Health Institute.

Insurance and Welfare. The Company will continue to contribute 2% of its gross payroll for all employees covered by this collective bargaining agreement to an insurance and welfare fund to be held in trust as the Teamster's Local 688 Insurance & Welfare Fund, on the terms, uses and conditions as set out in said Agreement of Trust.

Section 8 - PENSION PLAN

Effective May 1, 1963, the Employer shall contribute to the Central States, Southeast and Southwest Areas Pension Fund the sum of Six Dollars (\$6.00) per week for each employee covered by this Agreement who has been on the payroll thirty (30) days or more.

By the execution of this Agreement, the Employer authorizes the Employer's Associations which are parties hereto to enter into appropriate trust agreements necessary for the administration of such fund, and to designate the Employer Trustees under such agreement, hereby waiving all notice thereof and ratifying all action already taken or to be taken by such Trustees within the scope of their authority.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay the required contributions into the Pension Fund during the period of absence.

Contributions to the Pension Fund must be made for each week on each regular employee, even though such employee may work only part-time under the provisions of this contract, including paid vacations and weeks where work is performed for the Employer but not under the provisions of this contract, and although contributions may be made for those weeks into some other pension fund. Employees who work either temporarily or in cases of emergency under the terms of this contract shall not be covered by the provisions of this paragraph.

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APPENDIX "A"

LOCAL UNION NO. 714
Berwyn, Illinois

This Appendix is a supplement to the Master Contract which is effective May 1, 1963, between the Chase Brass and Copper Co., Incorporated and the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and its affiliated Local Unions who have collective bargaining agreements with the Company.

The following sections apply only to Teamsters Local Union No. 714:

Section 1 - WAGES

<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>5-1-63</u>	<u>EFFECTIVE</u> <u>5-1-64</u>	<u>EFFECTIVE</u> <u>5-1-65</u>
Slitting Operators	\$2.70	\$2.78	\$2.91
Inspector & Receiving Clerk	2.65	2.73	2.86
Warehousemen	2.60	2.68	2.81

Starting Rate is 30¢ below above rates
After 30 days - 10¢ increase
After 90 days - 10¢ increase
After 180 days - Job Rate

Section 2 - VACATION SCHEDULE

6 months to 12 months	1 week
12 months to 12 years	2 weeks
12 years and over	3 weeks

Local Union No. 714
Berwyn, Illinois

Section 3 - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall not lose their regular day's pay up to a maximum of eight (8) days for this contract year, plus the number of days of unused sick leave pay for the preceding contract years, but not to exceed twenty-four (24) days.

Section 4 - HOLIDAYS

New Year's Day	Thanksgiving Day
Memorial Day	$\frac{1}{2}$ day before Christmas
July 4	Christmas Day
Labor Day	$\frac{1}{2}$ day before New Year's

Section 5 - OVERTIME SCHEDULE

Overtime will be offered on the basis of seniority within the applicable classification, provided the employee is able to perform the work.

Section 6 - MAINTENANCE OF STANDARDS

The Company will continue the present practice of allowing a 15 minute rest period each morning.

Section 7 - HEALTH & WELFARE

The Group Life, Sickness & Accident, Accidental Death & Dismemberment and Hospital-Surgical Insurance Plans presently in effect for all employees in the bargaining unit will continue to be available for the duration of this Agreement. The above plan will include a total of \$3,000 Life Insurance to be paid for by the Company.

Section 8 - PENSION PLAN

Effective May 1, 1963, the Employer shall contribute to the Central States, Southeast and Southwest Areas Pension Fund the sum of Six Dollars (\$6.00) per week for each employee covered by this Agreement who has been on the payroll thirty (30) days or more.

By the execution of this Agreement, the Employer authorizes the Employers' Associations which are parties hereto to enter into appropriate trust agreements necessary for the administration of such fund, and to designate the Employer Trustees under such agreement, hereby waiving all notice thereof and ratifying all action already taken or to be taken by such Trustees within the scope of their authority.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay the required contributions into the Pension Fund during the period of absence.

Contributions to the Pension Fund must be made for each week on each regular employee, even though such employee may work only part-time under the provisions of this contract, including paid vacations and weeks where work is performed for the Employer but not under the provisions of this contract, and although contributions may be made for those weeks into some other pension fund. Employees who work either temporarily or in cases of emergency under the terms of this contract shall not be covered by the provisions of this paragraph.

APPENDIX "A"

LOCAL UNION NO. 810
New York, New York

This Appendix is a supplement to the Master Contract which is effective May 1, 1963, between the Chase Brass and Copper Co., Incorporated and the National Warehouse Division of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and its affiliated Local Unions who have collective bargaining agreements with the Company.

The following sections apply only to Teamsters Local Union No. 810:

Section 1 - WAGES

CLASSIFICATION

Group I

	EFFECTIVE 5-1-63	EFFECTIVE 5-1-64	EFFECTIVE 5-1-65
Slitter & Shipping Receiving Clerk	\$2.88	\$2.96	\$3.04

Group II

Warehousemen	2.79	2.87	2.95
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New Employees hired at 20¢ below above rates
After 30 days - 10¢ increase
After 120 days - Job Rate

Section 2 - VACATION SCHEDULE

6 months to 12 months	1 week
12 months to 10 years	2 weeks
10 years and over	3 weeks

Section 3 - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall not lose their regular day's pay up to a maximum of eight (8) days for each contract year. All unused sick leave shall be paid for at straight time rates to the employees at the nearest pay period to December 15th of each year.

Local Union No. 810
New York, New York

Section 4 - HOLIDAYS

New Year's Day
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Independence Day

Labor Day
Columbus Day
Election Day
Veteran's Day
Thanksgiving Day
Christmas Day

Section 5 - OVERTIME SCHEDULE

Overtime will be offered on the basis of rotation within the applicable classification, provided the employee is able to perform the work.

Section 6 - MAINTENANCE OF STANDARDS

Uniforms for the employees will be continued in accordance with the existing practice.

Section 7 - HEALTH & WELFARE

The Employer agrees to continue to pay four percent (4%) of the gross wages of each of the employees, regular as well as probationary, covered by this Agreement, said gross wages to include overtime, incentive and bonuses of any kind and nature, to the United Wire, Metal & Machine Health & Welfare Fund. Payments are to be made monthly and are to be accompanied by a written list showing the name of the employee, his shop number or classification, his weekly wages and the amount of contribution. The Employer's contributions to the Fund shall be held, managed and administered in accordance with the current Trust Instrument, or as amended hereafter, of the said United Wire, Metal & Machine Health & Welfare Fund. The Employer agrees to furnish, upon the Union's request to the Fund, all records pertaining to the names of employees, social security number, amount of wages paid, the number of hours worked, their family status, new employees hired, the employees whose services are terminated and such other information as may be required by any underwriting insurance company or by the Fund for the proper administration thereof. The Employer's payrolls may be examined by the Union or the Fund, or their representatives, at reasonable hours, on demand.

The Employer agrees to provide for disability benefits as required by the New York State Disability Benefits Law independently and without contribution from either the employees or the United Wire, Metal & Machine Health & Welfare Fund.

Section 8 - PENSION PLAN

Effective May 1, 1963, the Employer shall contribute to the Central States, Southeast and Southwest Areas Pension Fund the sum of Six Dollars (\$6.00) per week for each employee covered by this Agreement who has been on the payroll thirty (30) days or more.

By the execution of this Agreement, the Employer authorizes the Employers' Associations which are parties hereto to enter into appropriate trust agreements necessary for the administration of such fund, and to designate the Employer Trustees under such agreement, hereby waiving all notice thereof and ratifying all action already taken or to be taken by such Trustees within the scope of their authority.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks. If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than six (6) months. If an employee is granted a leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay the required contributions into the Pension Fund during the period of absence.

Contributions to the Pension Fund must be made for each week on each regular employee, even though such employee may work only part-time under the provisions of this contract, including paid vacations and weeks where work is performed for the Employer but not under the provisions of this contract, and although contributions may be made for those weeks into some other pension fund. Employees who work either temporarily or in cases of emergency under the terms of this contract shall not be covered by the provisions of this paragraph.

TRADE DIVISION

Warehouse

MEMORANDUM

March 1, 1963

TO: Ferguson Bentley
National Warehouse Division

FROM: Ray Berens

RE: Chase Brass & Copper Company

In accordance with your request, I have attempted to develop some relevant information regarding the financial status of the Chase Brass & Copper Company.

I regret, however, that specific information on this company's financial status is not readily available. Chase Brass & Copper Company, as you may know, is the fabricating subsidiary of the Kennicott Copper Corp., one of this country's largest producers and distributors of copper products. Chase Brass & Copper Company is but one of the many operating subsidiaries of this company, and unfortunately for our purposes, Kennicott files a consolidated balance sheet and profit and loss statement which incorporates the financial information of its operations with those of all its subsidiaries.

What may be of some assistance to you, however, is a statement made by Kennicott's President in the 1961 annual report to the company's stockholders in which he stated as follows:

"On the unfavorable side this quarter (referring to the overall position of the Kennicott Corp., for the period January to March 1962) is the less position of our fabricating companies, Chase Brass & Copper Company and the Chasite Company - - - marketing conditions, induced primarily by over capacity in the industry, both here and abroad, have affected adversely the profitability of these two subsidiaries."

In another part of this same report the methods taken to alleviate the situation at Chase Brass & Copper placed heavy emphasis on the necessity to reorganize the company's marketing activities. The primary steps taken in this direction included the establishment of three new divisions within the company as follows:

Chase Metal Service Division - established primarily to handle warehouse sales and distribution.

Chase Mill Division - established to sell mill products directly to the trade.

Chase Sales Division - established to coordinate sales of plumbing, heating and cooling equipment.

Page 2

Of further interest to you may be the fact that the Chase Brass and Copper Company was recently indicted by the Department of Justice, along with ten other major brass producers, for conspiring to fix prices on pipe and tubing sold to the Tennessee Valley Authority and municipal governments (Times Magazine, September 21, 1962, Page 62). Also you mentioned that Chase Brass & Copper was now dealing in the distribution of aluminum products, and this is undoubtedly due to the fact that the Kaiser Aluminum Corp., maintains a 15% interest (based on outstanding stock) in the Kaiser Aluminum Corp.

I hope this information will be of some assistance to you, and should you have any further questions, I will be happy to discuss it with you at your convenience.

C
O
P
Y

cc: Mr. Harold Gibbons

MR. HAROLD GIBBONS

File

MEMORANDUM

March 1, 1963

TO: **Mr. Kenneth Keathley**
National Warehouse Division

FROM: **Ray Barnes**

SUBJECT: **Chase Brass & Copper Company**

In accordance with your request, I have attempted to develop some relevant information regarding the financial status of the Chase Brass & Copper Company.

I regret, however, that specific information on this company's financial status is not readily available. Chase Brass & Copper Company, as you may know, is the fabricating subsidiary of the Keenickott Copper Corp., one of this country's largest producers and distributors of copper products. Chase Brass & Copper Company is but one of the many operating subsidiaries of this company, and unfortunately for our purposes, Keenickott files a consolidated balance sheet and profit and loss statement which incorporates the financial information of its operations with those of all its subsidiaries.

What may be of some assistance to you, however, is a statement made by Keenickott's President in the 1961 annual report to the company's stockholders in which he stated as follows:

"On the unfavorable side this quarter (referring to the earnings position of the Keenickott Corp., for the period January to March 1962) is the loss position of our fabricating companies, Chase Brass & Copper Company and the Chesite Company - - - Marketing conditions, induced primarily by over capacity in the industry, both here and abroad, have affected adversely the profitability of these two subsidiaries."

In another part of this same report the methods taken to alleviate the situation at Chase Brass & Copper placed heavy emphasis on the necessity to reorganize the company's marketing activities. The primary steps taken in this direction included the establishment of three new divisions within the company as follows:

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Page 2

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I hope this information will be of some assistance to you, and should you have any further questions, I will be happy to discuss it with you at your convenience.

C
O
P
Y

cc: Mr. Harold Gibbons

Copy - [unclear]

Enclosure

TRADE DIVISION

Warehous - Chase
Brass & Copper Co.

X

April 2, 1963

Mr. John Naber, President
Teamsters Local Union No. 600
1641 South Kingshighway
St. Louis, Missouri

Dear Sir and Brother:

The attached communication is self-explanatory. Will you keep Devlin informed of what happens in the Chase Brass & Copper Company negotiations.

Fraternally yours,

H. J. Gibbons
Executive Assistant
to the General President

HJG/mc

Copy - John Devlin

Enclosure

W. FRANK HOLLAND
PRESIDENT
AND BUSINESS AGENT
JOHN J. DEVLIN
SECRETARY-TREASURER



AFFILIATIONS:



NATIONAL WAREHOUSE
CONFERENCE



EASTERN
CONFERENCE OF
TEAMSTERS



TEAMSTERS' JOINT
COUNCIL No. 10

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA

**General Warehousemen, Shippers, Packers, Receivers
Stockmen, Chauffeurs and Helpers
LOCAL UNION No. 504**

550 BEACON STREET, (KENMORE SQUARE) BOSTON 18, MASSACHUSETTS
TELEPHONE COMMONWEALTH 6-6223

April 1, 1963

Mr. Harold J. Gibbons, Vice-President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers
25 Louisiana Avenue, N. W.
Washington 1, D. C.

RE: Chase Brass & Copper Company

Dear Harold:

We had a recent meeting with the employees
who work in the Boston, Massachusetts unit of the
Chase Brass & Copper Company.

No doubt it is your intent to again negotiate
a national contract covering their warehouse
operations wherever the Teamsters have membership
in the United States.

Please keep us posted as to when these
negotiations will begin so as we can keep our
membership informed about this matter.

Thank you.

Fraternaly,

TEAMSTER LOCAL 504

John J. Devlin
John J. Devlin
Secretary-Treasurer

JJD/jm

TRADE DIVISION

Warehouse - Chase
Brass & Copper
Company, Inc.

SURVEY OF:

CHASE BRASS & COPPER COMPANY, INC.

The following pages carry summaries of Teamster contracts covering Chase Brass & Copper Co., Inc. warehouses. This survey has been prepared for the assistance and guidance of our Teamster locals in their negotiations with this Company.

Prepared by:

NATIONAL WAREHOUSE DIVISION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN & HELPERS

25 Louisiana Avenue, N. W.

Washington 1, D. C.

H. J. GIBBONS, CHAIRMAN

JOSEPH M. DILLON, SECRETARY

FEBRUARY 1963

Rec. for filing 2/18/63

CHASE BRASS & COPPER COMPANY, INC.

Contract Summaries

Expiration Dates -----	Page 1
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Paid Non-Productive Time Provisions -----	8
Working Conditions Held by Maintenance of Standards Clause -----	9
Sick Leave -----	10
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NATIONAL WAREHOUSE DIVISION
February 1963

CONTRACT EXPIRATION DATES

<u>LOCAL NO.</u>	<u>LOCATION</u>	<u>DATE</u>
117	Seattle, Washington	May 1, 1963
221	Minneapolis, Minnesota	April 30, 1963
270	New Orleans, Louisiana	April 30, 1963
337	Detroit, Michigan	April 30, 1963
504	Boston, Massachusetts	April 30, 1963
541	Kansas City, Missouri	April 30, 1963
570	Baltimore, Maryland	April 30, 1963
688	St. Louis, Missouri	April 30, 1963
810	New York, New York	April 30, 1963

CHASE BRASS & COPPER COMPANY, INC.

HOURLY WAGE RATES

In Effect April 30, 1963

	LIFT TRUCK OPR.	SHIP. CLERK	REC. CLERK	PACKER	CHECKER	STOCK FOREMAN	MACH. OPR.	GEN'L WHS.	ORDER FILLER	STOCK ROOM CLERK	SLITTING & SHEAR	SLITTING & SHEAR ASS'T	LABOR	TRUCK DRIVER
117- Seattle	2.845	2.845	2.77	2.67	2.67	2.67	2.67	2.62	----	----	----	----	----	----
221- Minneapolis	----	----	----	----	----	----	----	2.57	2.57	----	----	----	----	2.67
270- New Orleans	----	2.08	----	----	----	----	----	2.03	----	----	----	----	----	----
337- Detroit	----	----	----	----	----	----	----	2.60	----	----	2.80	2.65	2.40	----
504- Boston	----	2.52	----	----	----	----	----	2.42	----	----	----	----	----	2.52
541- Kansas City	----	----	----	----	----	----	----	2.40	2.50	----	----	----	----	----
570- Baltimore	----	----	----	----	----	----	----	2.40	----	2.58	----	----	----	2.48
688- St. Louis	2.515	2.855	2.855	----	----	2.55	2.805	2.515	2.805	2.855	2.855	----	----	----
810- New York	----	2.78	2.78	----	----	----	----	2.69	----	----	2.78	----	----	----

STARTING WAGE RATES

Local 117 - Jr. Warehouseman, 10¢ per hour less for the first 90 days.

Local 221 - New Employees, 15¢ per hour less with an increase of 5¢ per hour each 30 days.

Local 270 - New Employees, 20¢ per hour less, increase of 10¢ after 30 days and another 10¢ increase after 180 days. (Job Rate)

Local 337 - New Employees, 10¢ per hour less for the first 30 days.

Local 504 - Job Rate immediately.

Local 541 - Job Rate immediately.

Local 570 - Job Rate immediately.

Local 688 - New Employees, 25¢ per hour less, 10¢ increase after 30 days, another 10¢ increase after 90 days and job scale after 180 days.

Local 810 - New Employees, 20¢ per hour less, 10¢ increase after 30 days, job rate after 120 days.

UNION SECURITY PROVISIONS

	UNION SHOP	CHECK OFF	PICKET LINE	UNAUTH. ACTS.	RECOG- NITION	INSPIC- TION	SAVINGS CLAUSE	NO STRIKE
117 - Seattle, Wash.	yes	---	yes	---	yes	---	---	---
221 - Minneapolis, Minn.*	yes	yes	yes	yes	yes	yes	yes	yes
270 - New Orleans, La.*	yes	yes	yes	yes	yes	yes	yes	yes
337 - Detroit, Mich.*	yes	yes	yes	yes	yes	yes	yes	yes
504 - Boston, Mass.*	yes	yes	yes	yes	yes	yes	yes	yes
541 - Kansas City, Mo.*	yes	yes	yes	yes	yes	yes	yes	yes
570 - Baltimore, Md.*	yes	yes	yes	yes	yes	yes	yes	yes
688 - St. Louis, Mo.*	yes	yes	yes	yes	yes	yes	yes	yes
810 - New York, N.Y.*	yes	yes	yes	yes	yes	yes	yes	yes

* These locals all have the uniform contract clauses.

WORKWEEK

VACATION

LOCATION	# days in Workweek	Overtime After:	Weekly Guarantee	1 wk. After	2 wks After	3 wks After
117- Seattle, Wash.	5 consecutive	8 - 40	40	1	2	10
221- Minneapolis, Minn.*	5 consecutive	8	--	6 mo	2	12
270- New Orleans, La.*	5 consecutive	8	--	6 mo	1	12
337- Detroit, Mich.*	5 consecutive	8	--	6 mo	1	12
504- Boston, Mass.*	5 consecutive	8	--	6 mo	1	12
541- Kansas City, Mo.*	5 consecutive	8	--	6 mo	1	12
570- Baltimore, Md.*	5 consecutive	8	--	6 mo	1	12
688- St. Louis, Mo.*	5 consecutive	8	--	6 mo	1	10
810- New York, N.Y.*	5 consecutive	8	--	6 mo	1	10

* These locals all have the uniform contract clauses.

PREMIUM RATES

HOLIDAYS

LOCATION	SHIFT PREMIUM		RATE FOR WORK ON:			# PAID HOLIDAYS	GUARANTEED
	2nd	3rd	SAT.	SUN.	HOLIDAY		
117 - Seattle, Wash.	10¢	15¢	1½	2	2	7	yes
221 - Minneapolis*	10¢	12½¢	1½	2	3	7	yes
270 - New Orleans *	10¢	12½¢	1½	2	3	7	yes
337 - Detroit *	10¢	12½¢	1½	2	3	7	yes
504 - Boston *	10¢	12½¢	1½	2	3	11	yes
541 - Kansas City *	10¢	12½¢	1½	2	3	7	yes
570 - Baltimore *	10¢	12½¢	1½	2	3	7	yes
688 - St. Louis *	10¢	12½¢	1½	2	3	8	yes
810 - New York *	10¢	12½¢	1½	2	3	12	yes

* These locals all have the uniform contract clauses; however, number of paid holidays negotiated individually by locals.

HOLIDAYS	117	221	270	337	504	541	570	688	810
Day before New Year's		½		½		½			
New Year's Day	x	x	x	x	x	x	x	x	x
Washington's Birthday	x				x				x
Memorial Day	x	x		x	x	x	x	x	x
July 4th	x	x	x	x	x	x	x	x	x
Labor Day	x	x	x	x	x	x	x	x	x
Thanksgiving Day	x	x	x	x	x	x	x	x	x
Day before Christmas		½	½	½		½			
Christmas Day	x	x	x	x	x	x	x	x	x
Good Friday			½		x		x	x	x
Veteran's Day					x			x	x
Mardi Gras			x						
Patriot's Day					x				
Columbus Day					x				x
Election Day									x
Lincoln's Birthday									x

x = Employees receive whole day off.
½ = Employees receive one half day off.

SENIORITY - GRIEVANCE - ARBITRATION

LOCATION	SENIORITY							GRIEVANCE		ARBITRATION	
	PLANT- WIDE	DEPT.	BASIS FOR				ROSTER	OUT- LINED	COVER DIS- CHARGE	OUT- LINED	COST
			LAY OFF	RE- CALL	PRO- MO- TION	PRO- BA- TION					
117- Seattle	---	---	Q	Q	---	6 mo	---	---	---	yes	---
221- Minneapolis*	---	---	Q	Q	---	30 d	---	yes	yes	yes	equal
270- New Orleans*	---	---	Q	Q	---	30 d	---	yes	yes	yes	equal
337- Detroit*	---	---	Q	Q	---	30 d	---	yes	yes	yes	equal
504- Boston*	---	---	Q	Q	---	30 d	---	yes	yes	yes	equal
541- Kansas City*	---	---	Q	Q	---	30 d	---	yes	yes	yes	equal
570- Baltimore*	---	---	Q	Q	---	30 d	---	yes	yes	yes	equal
688- St. Louis*	---	---	Q	Q	---	30 d	---	yes	yes	yes	equal
810- New York*	---	---	Q	Q	---	30 d	---	yes	yes	yes	equal

* These locals all have the uniform contract clauses.

Q = Qualified, seniority prevails subject to the employee's ability to perform the work.

PAID NON-PRODUCTIVE TIME PROVISIONS

LOCATION	REPORT PAY # HOURS	JURY SERVICE PAID	REST PERIODS	FUNERAL LEAVE # DAYS	SEVERANCE PAY
117 - Seattle, Wash.	8	yes	---	1	Vacation
221 - Minneapolis, Minn.*	8	yes	---	3	Vacation +
270 - New Orleans, La.*	8	yes	---	3	Vacation +
337 - Detroit, Mich.*	8	yes	1 10 min.	3	Vacation +
504 - Boston, Mass.*	8	yes	---	3	Vacation +
541 - Kansas City, Mo.*	8	yes	---	3	Vacation +
570 - Baltimore, Md.*	8	yes	---	3	Vacation +
600 - St. Louis, Mo.*	8	yes	15 min. (am) 10 min. (pm)	3	Vacation +
810 - New York, N.Y.*	8	yes	---	3	Vacation +

* These locals all have the uniform contract clauses. Rest periods negotiated separately and covered under Maintenance of Standards Clause.

+ Accumulated vacation plus following schedule of severance pay:

6 mos. to 1 yr.	= 1 wk's pay
1 yr. to 5 yrs.	= 2 wks' pay
5 yrs. to 8 yrs.	= 3 wks' pay
8 yrs. to 10 yrs.	= 4 wks' pay
10 yrs. to 12 yrs.	= 5 wks' pay
12 yrs. to 14 yrs.	= 6 wks' pay
14 yrs. and over	= 7 wks' pay

Jury pays: Difference between jury fees and the amount of regular day's pay.

Report pays: For regular employees only.

WORKING CONDITIONS, ETC. HELD BY
MAINTENANCE OF STANDARDS CLAUSE "APPENDIX"

Local 117 - Article III, Hours, Overtime and Holidays, paragraph b., provides for maintenance of higher wage rates.

Local 221 - The Company agrees that if an employee is required to wear any special kind of uniform, same shall be furnished by the Company free of charge.

Locals 270, 570, & 810 - Uniforms for the employees will be continued in accordance with the existing practice.

Local 337 - Wash-up - The employees shall be allowed 5 minutes for wash-up before lunch period and 5 minutes for wash-up before quitting time.

Coffee Period - Employees will be permitted the morning 10 minute coffee period in accordance with the present practice. Further, they will be permitted an additional ten minute coffee period if overtime exceeds two hours.

Good Friday - In lieu of an additional holiday in Appendix "D" under provisions of Article XX, employees desiring to attend church services will be excused from working the full eight (8) hour day on Good Friday provided that sufficient employees remain to continue required operations. Employees not receiving such excused time off on Good Friday will be allowed equivalent time off on another day during the calendar year when operations will not be adversely affected.

Local 504 - While the Company continues the present practice of requiring employees to wear uniforms at work, it will pay the full cost of uniform service.

Local 688 - Uniforms - While the Company continues the present practice of requiring employees to wear uniforms at work it will provide the uniforms and clean and repair them at its expense.

Rest periods - The practice is to afford employees a 15 minute rest period in the morning and a 10 minute rest period in the afternoon. Time when each employee goes on rest period is determined by management.

Credit Union Check off. - The Company will deduct from the pay check of each employee who has signed proper legal authorization, the amount the employee designates to be forwarded to the St. Louis Joint Council Credit Union, to be credited to his account.

SICK LEAVE - HEALTH & WELFARE - PENSIONS

	SICK LEAVE		HEALTH & WELFARE	PENSIONS
	# Days Pr. Yr.	Cumula- tive to:		
117 - Seattle, Wash.	3	10		Western Conf. of Teamsters: Full month \$17.30 " week 4.00 " day .80
221 - Minneapolis	8	24	Ice & Coal Drivers H & W Fund (\$2.40 per week)	Chase Retirement Plan
270 - New Orleans *	8	24	Central States Se & Sw (\$3.00 per week)	Chase Retirement Plan
337 - Detroit *	8	24	Michigan Conf. of Teams. (\$4.00 per week)	Central States (\$5.00 pr. mo.)
504 - Boston *	8		Blue Cross; Blue Shield; Casualty Ins.; & \$2,000 Life Insurance	Chase Retirement Plan
541 - Kansas City *	8	24	Central States Se & Sw (\$3.50 per week)	Chase Retirement Plan
570 - Baltimore *	8	24	#570 H. & W. Fund (10¢ per hr.)	Chase Retirement Plan
688 - St. Louis *	8	24	Labor Health Inst. (5% gross payroll) #688 Ins. & Welfare (2% gross payroll)	Chase Retirement Plan
810 - New York *	8		United Wire, Metal & Machine H & W Fund (4% of gross wages)	Chase Retirement Plan

* Sick leave provisions for these locals covered in uniform contract, except Local 504, Boston and 810, New York, provides for payment of unused sick leave at the end of each year instead of accumulation.

From the Desk of:
SAMUEL BARON

6/12/61

ADMINISTRATIVE FILE

Chase Brass & Copper

Company, Inc.

X

H. J. GIBBONS

I am attaching copies of letters which have gone out to locals holding contracts with Chase Brass relative to the meeting of Chase Brass locals to be called during Convention week.

Letters were sent to:

- Local 117 - Seattle
- Local 221 - Minneapolis
- Local 270 - New Orleans
- Local 337 - Detroit
- Local 504 - Boston
- Local 541 - Kansas City
- Local 570 - Baltimore
- Local 688 - St. Louis
- Local 810 - New York

June 12, 1961

W. L. Williams, Secretary-Treasurer
Teamster Local Union No. 117
532 Denney Way
Seattle 9, Washington

Dear Sir and Brother:

Since your local union has a warehouse unit of Chase Brass & Copper Company, Inc. under contract, this is to advise that some time during the week of our Teamster Convention in Miami Beach (July 3 thru 9) there will be a meeting of locals holding contracts with this company. As of now, we are unable to have a definite date and time set for this meeting, however, it will be announced during Convention week.

I hope that your local union will have a representative available to attend this meeting as important policies and procedures concerning Chase Brass will be discussed.

With best regards, I am

Fraternally yours,

W. J. Gibbons, Chairman
National Warehouse Division

hjj:gl

June 12, 1961

A. P. Shewl, Secretary-Treasurer
Yecoster Local Union No. 221
708 First Avenue, North - Room 208
Minneapolis 3, Minnesota

Dear Sir and Brother:

Since your local union has a warehouse unit of Chase Brass & Copper Company, Inc. under contract, this is to advise that some time during the week of our Yecoster Convention in Miami Beach (July 8 thru 9) there will be a meeting of locals holding contracts with this company. As of now, we are unable to have a definite date and time set for this meeting, however, it will be announced during Convention week.

I hope that your local union will have a representative available to attend this meeting as important policies and procedures concerning Chase Brass will be discussed.

With best regards, I am

Fraternally yours,

N. J. Gibbons, Chairman
National Warehouse Division

NJG:gl

June 12, 1961

James Schwahn, Secy-Treas.
Teamster Local Union No. 270
2207 Royal Street
New Orleans 17, Louisiana

Dear Sir and Brother:

Since your local union has a warehouse unit of Chase Brass & Copper Company, Inc. under contract, this is to advise that some time during the week of our Tenseter Convention in Miami Beach (July 3 thru 9) there will be a meeting of locals holding contracts with this company. As of now, we are unable to have a definite date and time set for this meeting, however, it will be announced during Convention week.

I hope that your local union will have a representative available to attend this meeting as important policies and procedures concerning Chase Brass will be discussed.

With best regards, I am

Fraternally yours,

H. J. Gibbons, Chairman
National Warehouse Division

hjs:gl

June 12, 1961

Robert Malone, Secretary-Treasurer
Teamster Local Union No. 337
2741 Trumbull Avenue
Detroit 16, Michigan

Dear Sir and Mother:

Since your local union has a warehouse unit of Chase Brass & Copper Company, Inc. under contract, this is to advise that some time during the week of our Teamster Convention in Miami Beach (July 3 thru 9) there will be a meeting of locals holding contracts with this company. As of now, we are unable to have a definite date and time set for this meeting, however, it will be announced during Convention week.

I hope that your local union will have a representative available to attend this meeting as important policies and procedures concerning Chase Brass will be discussed.

With best regards, I am

Fraternally yours,

W. J. Gibbons, Chairman
National Warehouse Division

hjs:gl

June 12, 1961

John J. Devlin, Secy-Treas.
Teamster Local Union No. 504
650 Beacon Street
Boston 15, Massachusetts

Dear Sir and Brother:

Since your local union has a warehouse unit of Chase Brass & Copper Company, Inc. under contract, this is to advise that some time during the week of our Teamster Convention in Miami Beach (July 3 thru 9) there will be a meeting of locals holding contracts with this company. As of now, we are unable to have a definite date and time set for this meeting, however, it will be announced during Convention week.

I hope that your local union will have a representative available to attend this meeting as important policies and procedures concerning Chase Brass will be discussed.

With best regards, I am

Fraternally yours,

M. J. Gibbons, Chairman
National Warehouse Division

hjs:gl

June 12, 1961

Richard H. Hane, Secretary-Treasurer
Treasurer Local Union No. 541
116 West Linwood Boulevard - Room 103
Kansas City 11, Missouri

Dear Sir and Brother:

Since your local union has a warehouse unit of Chase Brass & Copper Company, Inc. under contract, this is to advise that some time during the week of our Treasurer Convention in Miami Beach (July 3 thru 9) there will be a meeting of locals holding contracts with this company. As of now, we are unable to have a definite date and time set for this meeting, however, it will be announced during Convention week.

I hope that your local union will have a representative available to attend this meeting as important policies and procedures concerning Chase Brass will be discussed.

With best regards, I am

Fraternally yours,

H. J. Gibbons, Chairman
National Warehouse Division

hjj:gl

June 12, 1961

Charles J. Di Guardo, Secy-Treas.
Teamster Local Union No. 570
1934-26 West Pratt Street
Baltimore 22, Maryland

Dear Sir and Brother:

Since your local union has a warehouse unit of Chase Brass & Copper Company under contract, this is to advise that some time during the week of our Teamster Convention is Week Beach (July 3 thru 9) there will be a meeting of locals holding contracts with this company. As of now, we are unable to have a definite date and time set for this meeting, however, it will be announced during Convention week.

I hope that your local union will have a representative available to attend this meeting as important policies and procedures will be discussed concerning Chase Brass.

With best regards, I am

Respectfully yours,

M. J. Gibbons, Chairman
National Warehouse Division

hjc:gl

June 12, 1961

Mr. John Haber
Teamster Local Union No. 608
1641 South Kingshighway
St. Louis 10, Missouri

Dear Sir and Brother:

Since your local union has a warehouse unit of Chase Brass & Copper Company, Inc. under contract, this is to advise that some time during the week of our Teamster Convention in Miami Beach (July 3 thru 9) there will be a meeting of locals holding contracts with this company. As of now, we are unable to have a definite date and time set for this meeting, however, it will be announced during Convention week.

I hope that your local union will have a representative available to attend this meeting as important policies and procedures concerning Chase Brass will be discussed.

With best regards, I am

Fraternally yours,

W. J. Gibbons, Chairman
National Warehouse Division

hjs:gl

June 12, 1961

Leslie Pevie, Secretary-Treasurer
Teamster Local Union No. 810
75 West 13th Street
New York 3, New York

Dear Sir and Brother:

Since your local union has a warehouse unit of Chase Brass & Copper Company, Inc. under contract, this is to advise that some time during the week of our Teamster Convention in Miami Beach (July 3 thru 9) there will be a meeting of locals holding contracts with this company. As of now, we are unable to have a definite date and time set for this meeting, however, it will be announced during Convention week.

I hope that your local union will have representative available to attend this meeting as important policies and procedures concerning Chase Brass will be discussed.

With best regards, I am

Fraternally yours,

M. J. Gibbons, Chairman
National Warehouse Division

hjs:gl

Office of the General President

To: Sam Baron

From: H. J. Gibbons

ADMINISTRATIVE FILE

Chase Brass Co.

March 23, 1961

DATE

Attached is self-explanatory. If this meets
with your approval, work out the details.

H. J. Gibbons
Executive Assistant to the
General President

HJG:ld
Att.



CENTRAL CONFERENCE OF TEAMSTERS

1841 DO RINGHIGHWAY
ST. LOUIS 10, MO.

ST. LOUIS
MONARK 4 8800

DETROIT
WGHAW 1, 5-8780

Executive Board

J. E. HOFFA,
Chairman

JOHN T. O'BRIEN,
Executive Vice-Chairman

R. J. GIBBONS,
Secretary-Treasurer

GEORGE SAN BOUTIL,
Recording Secretary

OWEN B. BERNMAN

GORDON S. CORRELLIN

17 March 1961

Mr. H. J. Gibbons
Executive Assistant to the General President
International Brotherhood of Teamsters
25 Louisiana Avenue, Northwest
Washington 1, D. C.

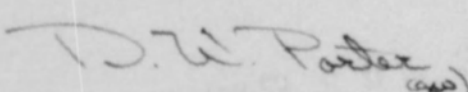
Reference: Chase Brass Company

Dear Sir and Brother:

This contract expires in October of this year. Two years ago we had a number of warehouses belonging to this company on strike at the same time and worked out a total agreement to settle all areas at the same time.

If we are to maintain the idea of a National Agreement with this Company which was started two years ago, I would suggest that a meeting of all Locals who have Chase Brass Warehouses under contract be set up at the time of the convention. Since each Local would have relatively few members and the installations are scattered from Seattle to New York any other time or place for such a meeting would be rather impractical. If you concur, I would suggest that the National Warehouse Division Office set the day and place and notify the Locals involved to bring copies of their current contracts with Chase Brass to the meeting.

Fraternaly yours,


D. W. Porter,

DNP:gw
wdwu 688



CENTRAL CONFERENCE OF TEAMSTERS

1841 SO. KINGSHIGHWAY
ST. LOUIS 10, MO.

ST. LOUIS
MOHAWK 4-8800

DETROIT
WDown 5-8750

Executive Board

J. R. HOFFA,
Chairman

JOHN T. O'BRIEN
Executive Vice-Chairman

H. J. GIBBONS
Secretary-Treasurer

GENE SAN BOUNIE
Recording Secretary

OWEN B. BRENNAN

GORDON B. CONKLIN

17 March 1961

Mr. H. J. Gibbons
Executive Assistant to the General President
International Brotherhood of Teamsters
25 Louisiana Avenue, Northwest
Washington 1, D. C.

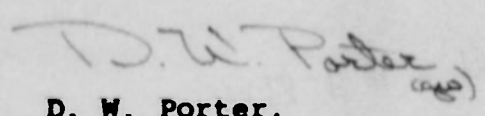
Reference: Chase Braas Company

Dear Sir and Brother:

This contract expires in October of this year. Two years ago we had a number of warehouses belonging to this company on strike at the same time and worked out a total agreement to settle all areas at the same time.

If we are to maintain the idea of a National Agreement with this Company which was started two years ago, I would suggest that a meeting of all Locals who have Chase Braas Warehouses under contract be set up at the time of the convention. Since each Local would have relatively few members and the installations are scattered from Seattle to New York any other time or place for such a meeting would be rather impractical. If you concur, I would suggest that the National Warehouse Division Office set the day and place and notify the Locals involved to bring copies of their current contracts with Chase Brass to the meeting.

Fraternaly yours,


D. W. Porter,

DWP:gw
wdwu 688



OFFICE OF
CHAIRMAN AND DIRECTOR
1330 N. INDUSTRIAL BLVD.
DALLAS, TEXAS

ADMINISTRATIVE FILE
Chase Brass Company
THE SOUTHERN CONFERENCE OF TEAMSTERS
AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD
OF
TEAMSTERS • CHAUFFEURS • WAREHOUSEMEN & HELPERS
OF AMERICA

PHONE RIVERSIDE 1-4763
DALLAS, TEXAS

February 16, 1959

Mr. Harold J. Gibbons, Vice President
International Brotherhood of Teamsters
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Sir and Brother:

Upon receipt of your letter of December 10, in regards to Chase Brass and Copper Company, I directed a letter to the local unions in the Southern Conference area in which this company had a plant operating, asking them to organize the company if possible and if already organized to use the National Contract as a guide for negotiations.

I have today received a letter from Charles Winters of Local Union 270, New Orleans, Louisiana, in which he states they have just completed a contract with this company using the same terminology as the National Contract, with wage increases from 33¢ to 37¢ per hour over a three year period; also includes the Health and Welfare plan.

With best wishes, I remain

Fraternally yours,

Murray W. Miller

Murray W. Miller
Chairman

pb
cc: Weldon A. Mathis

RECEIVED
FEB 17 1959

RECEIVED
FEB 17 1959



EASTERN CONFERENCE OF TEAMSTERS

AFFILIATED WITH INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA.

100 INDIANA AVENUE N.W., WASHINGTON 1, D. C.

FROM THE OFFICE OF
THOMAS E. FLYNN

January 28, 1959

NATIONAL 8.1802

THOMAS E. FLYNN
CHAIRMAN

JOSEPH TREROTOLA
SECT.-TREAS.

Mr. Harold J. Gibbons, Vice President
International Brotherhood of Teamsters
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Sir and Brother:

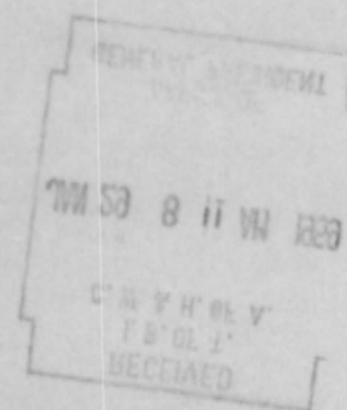
Upon receipt of your letter of December 16, 1958, concerning
Local #59's jurisdictional claim at Chase Brass Company, I
requested General Organizer Nicholas P. Morrissey to investi-
gate the matter and report to me.

I have been aware of this situation since the days in Indianapolis,
when I served as Dan Tobin's assistant. I believe that the en-
closed photostatic copy of a report from Brother S. P. Jason,
Secretary-Treasurer of Local 59 is an accurate statement of
the facts.

Fraternalty yours,

Thomas E. Flynn
Thomas E. Flynn
Chairman

TEF:thw
Enc



COVERING GREATER NEW BEDFORD, CAPE COD AND THE ISLANDS OF MARTHA'S VINEYARD AND NANTUCKET



CHIFFEURS, WAREHOUSEMEN and HELPERS LOCAL No. 59

Affiliated with the I. B. of T. C. W. and H. of A.

LABOR TEMPLE, 746 Pleasant St. - NEW BEDFORD, MASS.



WTman 3-1503

January 12, 1959.

Mr. Nicholas P. Morrissey, Gen'l Org.,
650 Beacon Street,
Boston, Massachusetts.

Dear Sir and Brother:

In answer to your letter of December 22nd, 1958 regarding Thomas Flynn's inquiry relative to the employees employed by the New Bedford, Woods Hole, Martha's Vineyard and Nantucket Steamship Authority which operates two steamers and a ferryboat between New Bedford, Woods Hole, Vineyard Haven and Nantucket. This Steamship Authority was established as a Steamship Authority under the ACTS of 1948, as amended, and all deficits are made up by the ports of New Bedford, Falmouth, Martha's Vineyard and Nantucket.

The Federal Labor Union No. 24053 have a working agreement with the Steamship Authority covering all UNLICENSED PERSONNEL: seamen, cooks, porters, agency forces, clerical employees and the longshoremen at Woods Hole, Vineyard Haven and Nantucket. They do not represent the longshoremen in New Bedford as they belong to the Longshoremen's Union.

In the past few years the Captains, Pilots, Mates, Chief Engineers, Assistant Engineers (ALL LICENSED PERSONNEL) and Maintenance Men withdrew from the Federal Labor Union to become members of Local Union No. 59, and have been VERY PLEASED with the rates of pay and working conditions we were successful in obtaining.



Mr. Nicholas P. Morrissey
General Organizer

Page 2.

January 12, 1959.

It would take sometime to outline the working agreement we have covering the Licensed Personnel, but I will outline a few of the many highlights in this agreement:

1. We have a provision: "If any of these employees are laid off for lack of work, they will receive \$45.00 per week for an unlimited period and have a right to obtain other employment while receiving this Unemployment Compensation".
2. They also are covered by a non-occupational insurance policy covering the employee and his dependents. "Any employee who is admitted to a Marine Hospital receives \$12.00 each day in addition to the free hospitalization allowed under the Maritime Acts. Also, receives \$42.00 per week from the first day in case of a non-occupational accident".
3. In addition to their regular wages, they receive "a cash allowance at the rate of \$30.00 per month in lieu of a pension".

1 QUESTION WHETHER ANY OTHER UNION WOULD BE ABLE TO DO AS WELL OR ANY BETTER.

In the early part of 1944, Captains Sendabury and Layton came to our office to inform me of their discouraging experience with the Masters, Mates and Pilots, and that they had formed a small independent association consisting of the Licensed Officers employed by the predecessors of the Line: Namely, the New Bedford, Martha's Vineyard and Nantucket Steamboat Line, which was a subsidiary of the New York, New Haven and Hartford Railroad.

I knew both these Captains as a young boy, in fact, Captain Layton lived in my neighborhood. They asked me if I would assist them in negotiating a contract for the Licensed Officers, which I did. As a result of the success of these Licensed Men the unlicensed personnel contacted me and asked me if it was possible for them to join with the Licensed Officers. I informed them they would have to take the matter up with Captain Sendabury.

Apparently, someone contacted the C I O Maritime Union and informed them that the seamen wanted to join a union because they came to New Bedford to try to organize the entire group. A delegation of the seamen from the Steamship Line came to our office and asked to become members of Local 59. During this period, we didn't want to infringe on any other Labor Union's jurisdiction and felt we would be involved, at that time, in a jurisdictional quarrel; so, informed these men of our position. However, I didn't want them to join the C I O Union so informed them there was a possibility, because of their experience with the Seafarers International Union, that we would apply to the American Federation of Labor for a Federal Charter.



Mr. Nicholas P. Morrissey
General Organizer

Page 3.

January 12, 1959.

I contacted John Murphy, who was the Regional Director of the American Federation of Labor and he informed me he would recommend that this Charter be granted. However, the A. F. of L. denied this group a Charter, but later in 1967 a Federal Charter was finally granted. It then became necessary for me to assist this group, as the steamers and ferryboats carried considerable freight to the islands. Since then these men have always been cooperative with our union whenever we have had a problem with any of the truckmen.

Later in 1956, when the Licensed Officers became dissatisfied and began to realize they didn't belong in the same union with the seamen, who came under their supervision, they requested membership in our Local Union. A general meeting was called of all the steamship employees and they signed an agreement with Local 59 allowing the Licensed Officers and Personnel become members of our union. The Steamship Authority was notified to this effect and they recognized our Local Union as the exclusive bargaining representative of this group. Of the 175 regular employees employed on the Line, we represent approximately 40 employees.

During a hearing for certification, the Seafarers International Union had an opportunity to appear on the ballot with the C I O Maritime Union but they both refused to do so. At a later meeting, after the Federal Union had been established, I informed the seamen anytime they desired to join the Seafarers International Union we certainly wouldn't object.

During this period, I was President of the New Bedford General Labor Union and served fifteen years before I retired from the Presidency.

Richard Valladore who was the former Secretary-Treasurer of the Federal Labor Union, now manages the food concession on the line and C. A. Saulnier is the Secretary-Treasurer of the Federal Labor Union.

The Seafarers International Union have been complaining since April, 1946, as you will see from the enclosed telegrams and letters. You will, also, find a copy of the letter I sent to President William Green, April 30, 1946. Coincidentally, President Green and the Executive Council of the A. F. of L., of which Daniel Tobie was also a Vice President, agreed with my actions in this matter which led to the granting of the Federal Charter.

Our present working agreement covering the Licensed Personnel of the Steamship Authority will expire April 15, 1960.

Local 59 would be glad to assist the Seafarers International Union, if possible, or any friend of the Yarmeters. However, the Seafarers International Union in the early years certainly messed up their position in New Bedford and it is impossible for me to force these men to become members of any other union, as the Seafarers International Union well knows. Just as any good labor organization knows you cannot force any group to remain members of a union.

Mr. Nicholas P. Morrissey,
General Organizer

Page 4.

January 12, 1939.

You will note in the letter I sent to William Green, President of the A. P. of L. in April, 1938 on page 2 relative to the Horsa Twist Drill who employed approximately 3000 employees at that time. Had the Machinists Union accepted my offer to help them organize this plant which was an unorganized plant, which I was willing to hand them on a platter, the C. I. O. wouldn't have been able to organize the plant. John Murphy who was then Regional Director of the A. P. of L., will verify this statement as he informed me on numerous occasions he contacted the Machinists Union in Providence and Boston but none of them wanted to get off their fat posteriors to come to New Bedford to accept these 3000 employees who came within their jurisdiction. However, they now want to impress us by crying the blues over a measly handful of mechanics scattered throughout this small city. Well, my crying towels are all being used by others with more to cry about.

They, again, didn't give a hoot when they ignored my offer of assistance at the New Bedford Defense Products. However, the United Auto Workers didn't mind a little work, and they came into New Bedford and were successful in organizing the Continental Screw Factory which employs approximately 600 employees.

I'm including this information in this letter, inasmuch as I felt Harold Gibbons and Mr. Flynn was going to receive a copy of this letter, so that the next time the machinists contact them about Jason not wanting to help them, they will know all this peacetime talk is a smoke screen. These so called friends of the Teamsters Union who sign pacts, etc. are out only to benefit themselves, nothing else..... REMEMBER

"One hand shake doesn't make a friend
Friends are born not made".....

My advice is not to send any men to New Bedford, because any organizing going on in this city will be exclusively for Local Union No. 59 - P E R I O D..... If the Machinists couldn't be bothered to organize the 3000 employees when I offered them to their union, then they certainly aren't entitled to a small group of employees now. Also, any members Local 59 may now represent, or may hereinafter represent shall continue to remain members of Local Union No. 59 as long as they are employed within this area.

We have spent our time trying to follow the Golden Rule, and have bent over backwards to see that everything went A. P. of L. in accordance with jurisdiction. However, inasmuch as these International Unions felt the Teamsters should be tossed out of their boarding house, even though we paid more than our share of the rent and even though some of our boys may have friends in these International Unions, our philosophy from here on is: the only friend of Local Union No. 59 is the Teamsters Union and we intend to live in the Teamsters boarding house, and we have posted no vacancy signs. Any members we may organize, we organize for Local 59.

If the Seafarers Union are requesting we turn over the Licensed Personnel on the Steamship Line, we do not intend to do so. If we start turning over all the members in our Local Union who come under the jurisdiction of some other International Union, the Teamsters wouldn't be able to have a Local Union in this area, as you well know.

RECEIVED

COVERING GREATER NEW BEDFORD, CAPE COD AND THE ISLANDS OF MARtha's VINEYARD AND NANTUCKET



CRAUFFEURS, WAREHOUSEMEN and HELPERS LOCAL No. 59

Affiliated with the I. L. O. of T. C. W. and N. of A.

LABOR TEMPLE, 746 Pleasant St. - NEW BEDFORD, MASS.



WTmen 3-1503

Mr. Michael P. Morrissey
General Organizer

Page 5.

January 12, 1959.

Trusting this letter gives sufficient information to cover the inquiry made by Mr. Flynn.

Fraternally,

LOCAL UNION NO. 59

S. P. Jason
S. P. Jason,
Secretary-Treasurer and
Business Representative.

SPJ:p

Enc: (6)

Letter from Daniel J. Tobie -- April 19, 1946
Telegram from John Mogan - Business Agent, Seafarers Union
Telegram from Denis McCarthy - Nat'l V. Pres. Masters Matees & Pilots
Letter from Daniel J. Tobie -- April 22, 1946
Letter to: Daniel J. Tobie -- April 30, 1946
William Grace -- April 30, 1946





**INTERNATIONAL BROTHERHOOD
OF
TEAMSTERS-CHAUFFEURS-WAREHOUSEMEN & HELPERS
OF AMERICA**

**AFFILIATED WITH THE
AMERICAN FEDERATION OF LABOR**

INDIANAPOLIS 4, IND.

OFFICE OF
DANIEL J. TOWN, GENERAL PRESIDENT
222 EAST WASHINGTON STREET
INDIANAPOLIS 4, IND.

April 19, 1946

Mr. F. P. Jason, Secretary-Treasurer
Local Union 59
127 Union Street
New Bedford, Massachusetts

Dear Sir and Brother:

Enclosed please find copy of telegram which I have today received from John Morgan, Business Agent of the Seafarers' International Union.

Brother Morgan charges you with aiding and abetting and representing as business agent a company union comprising the employees of the Massachusetts Steamship Lines, which employees, unlicensed seamen, were formerly represented by the Seafarers' International Union of Boston.

I would like to have an explanation of this charge, whether or not it is based on facts.

We get along fairly well with the International Seafarers' Union in Boston and vicinity. Will you kindly explain as soon as convenient the substance of this telegram.

Fraternaly yours,

Daniel J. Town
GENERAL PRESIDENT

DJT:MM
Enc.

MASS 8 11 1946

RECEIVED
FEB 1 1946

SYMBOLS
 TL - Day Lamp
 NL - Night Lamp
 IC - Infrared Cable
 NLT - Cable Night Lamp
 (See Reference)

APC951 EL PO WUX BOSTON 0430 18

PAGE 5 OF 5

INTERNATIONAL BROTHERHOOD OF TEAMSTERS CHAUFFEURS AND WAREHOUSEMEN
222 BART MICH. GAS AVE INDIANAPOLIS

BOSTON BRANCH OF NEAPARAS INTERNATIONAL UNION PROTEST ACTION OF

U P JANOW BUSINESS AGENT OF TEAMSTERS LOCAL 99 NEW BEDFORD IS AIDING

ADVERTISING AND REPRESENTING AS BUSINESS AGENT A COMPANY UNION COMPRISING

THE EMPLOYERS OF THE MASSACHUSETTS STEAMSHIP LINES INC WHICH EMPLOYEES

(UNLISCERSED BRANCH) WERE FORMALLY REPRESENTED BY THIS UNION.

JOHN MOGAN BUSINESS AGENT SEAPARERS
INTERNATIONAL UNION BOSTON BRANCH 390 ATLANTIC
AVENUE BOSTON

99 330

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE



**INTERNATIONAL BROTHERHOOD
OF TEAMSTERS-CHAUFFEURS-WAREHOUSEMEN & HELPERS
OF AMERICA**

**AFFILIATED WITH THE
AMERICAN FEDERATION OF LABOR**

INDIANAPOLIS 4, IND.

OFFICE OF
DANIEL J. TORDS, GENERAL PRESIDENT
202 EAST WASHINGTON STREET

April 22, 1966

Mr. S. P. Jason, Secretary-Treasurer
Local Union 54
129 Union Street
New Bedford, Massachusetts

Dear Sir and Brother:

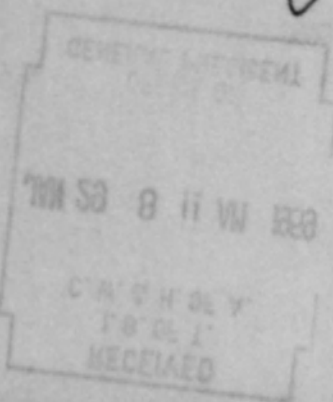
Enclosed please find copy of telegram from Denis
McCarthy, Vice-President of the National Organiza-
tion of Masters, Mates and Pilots, of Boston,
Massachusetts.

Please explain the charge made in this telegram as
soon as possible.

Fraternally yours,

Daniel J. Tords
GENERAL PRESIDENT

DJT:MM
Enc.



to the account of

AMOUNT	CHECK
100.00	
200.00	
300.00	
400.00	
500.00	
600.00	
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800.00	
900.00	
1000.00	

WESTERN UNION

1266 B

CHECK
ACCOUNTING INFORMATION
TIME FILED

R. B. WHITE
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

NDGAL75 5A 8 WFLA BOSTON MASS APR 19 155P R.C'D APR 19 1946

LAMUEL J. TOLIN NATL PRESIDENT TEAMSTERS UNION 222 EAST MICH AVE

LABORERS MATES AND PILOTS A P OF L PROTEST ACTION OF S P JASON SECRETARY
TREASURER AND BUSINESS AGENT LOCAL NUMBER 59 CHAUFFEURS AND HELPERS UNION
OF NEW BEDFORD MASS. HIS ORGANIZATION POLICIES IF ALLOWED TO CONTINUE
WILL CAUSE CONSIDERABLE JURISDICTIONAL DISPUTES WITHIN A P OF L UNIONS.

C
O
P
Y

(S) DENNIS MCCARTHY NATIONAL VICE PRESIDENT
NATIONAL ORGANIZATION MASTERS MATES AND
PILOTS OF AMERICA 5 HOBBS BLVD BOSTON
MASS

1184

59 5 ROWES

CHIEF OF POLICE
BOSTON
APR 19 1946
RECEIVED

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America - Local 59

Affiliated with the American Federation of Labor

Affiliated with
State Branch A. F. of L.
Teamsters Joint Council No. 10, Boston
N. W. Central Labor Union
Building Trades Council
New England Business Agents Council



129 Union Street
Telephone 3-1505

New Bedford, Mass. April 30, 1946 194

Mr. Dentel Tabin, President
I. M. of T. O. W. & H. of A.
228 E. Michigan Street
Indianapolis 4, Indiana

Dear Sir and Brother:

Enclosed please find copy of letter sent to
Mr. William Green, President of the American Federation
of Labor regarding complaints of the
Sue Parsons' International Union and Master, Mates
and Pilots, versus, the New Bedford, Woods Hole,
Martha Vineyard, and Nantucket Steamship employees
Association.

As you can appreciate, it is to the advantage
of our local organizations that we remain friendly
with these employees rather than to have them
represented by the C.I.O. This steamship line
operates a passenger and freight line to these
islands. 80% of the freight that they receive is
delivered to them by motor carriers and we want to
make sure that any trucks delivering freight to these
islands, that they are operated by members of the
International Brotherhood of Teamsters.

I hope that my letter to Mr. William Green is
self-explanatory to the conditions of this area.

Fraternally yours,

S. P. Jason
Sec. Treas. & Bus. Rep.

WM 53 8 1 W 1946

RECEIVED
MAY 1 1946

NEW BEDFORD CENTRAL LABOR UNION
New Bedford, Massachusetts
Affiliated with the American Federation of Labor

129 Union St.

April 30, 1946

Mr. William Green, President
American Federation of Labor
A. F. of L., Building
Washington, D. C.

Dear Sir:

The following is a history of the case of the New Bedford
Goods Mole, Martha's Vineyard, and Nantasket Steamship Association
versus the Sea Farers' International Union and the Master, Mate
and Pilots.

The people involved in this case are the master mates, pilots,
cooks, firemen, engineers, clerks, maintenance men, licensed personnel,
watchmen, barbers, station agents, launch men, porters, and stewards.
This constitutes approximately 175 employees, some of them never having
belonged to a union.

The Master Mates and Pilots were organized in 1937 for about
two months. An individual by the name of Martin ran off with the
funds and the men never received any dues books. The International
did nothing about this situation, in fact they were not interested
enough to investigate the matter.

In 1941 Mr. Hank, Sec. Treas., of the Sea Farers' International
Maine came to New Bedford and negotiated a contract for the season.
No employee was present while these negotiations were going on, or,
even aware that they were taking place, until the management presented
the contract to the employees. The Union finally dissolved. The
Sea Farers International claimed that they had a union up to fifteen
months ago. If this is so there has never been any affiliation with
the New Bedford Central Labor Union.

Recently a group of men came to me and asked me to help
them to organize the master mates and pilots. They wanted to join
the Truck Drivers Union. I explained to them that that was not
possible. Under the circumstances, they declared, would they care to
affiliate with the Sea Farers Union, as they felt they had been given
a couple of raw deals from this International Union. Realizing that
federal charters had been granted under some circumstances I
suggested to them that the American Federation of Labor might possibly
issue a federal charter to them. I then contacted John Murphy,
Regional Director of Organization of the American Federation of Labor,
11 Beacon St., Boston, Mass., and confronted him with this problem
and after listening to my story, he said that he would recommend to
his National Organization that a federal charter be granted, and as
you probably know was turned down. In my effort to hang on to the
group I brought the matter before the New Bedford Central Labor Union
and they voted to accept the group as affiliated with the understanding
that they pay the regular affiliation dues. It seemed to be the only

100-10471, 100-10472

Affiliated with the American Federation of Labor

129 Union Street

(2)

resources because of the fact that the C.I.O. had a group of organizers trying to organize these employees. Had we not stepped in and helped them out, they could have been members of the C.I.O. today. We realize that this procedure is not in keeping with some of the rules of the National and International organizations but this was an emergency procedure for our organizations. We have lost easy opportunities in the organizing field because of the lack of support and interest from the International and the American Federation of Labor. If this continues we will be a very weak American Federation of Labor city, as we are fast becoming in spite of the splendid cooperation of our local groups.

For sometime the New Bedford Central Labor Union has tried to have a resolution passed which will allow federal charters to be created by isolated groups with the understanding that the first instance there is a suitable union for these groups to affiliate with. The consent of both the newly organized group and the existing union having been given, these people will be absorbed by this union. We attempted to solve this problem by introducing a resolution to this effect in the convention of 1943 of the State Branch of the American Federation of Labor but the non-progressive element were unsuccessful in killing the measure.

In this city for the past ten years there has been a desperate struggle to hold on to the American Federation of Labor Union. In 1930 there was an election between the C.I.O. and the A. F. of L., at the Atlas Tack Co., Fairhaven, Mass., and the C. I. O. won. Through plugging and hard work I have succeeded in getting back 80% of the workers and they are now working under a federal charter of the American Federation of Labor and have recently petitioned for certification before the National Labor Relations Board, but without mass aggressive support it will be difficult to hold them. We have other large plants to organize, but without better support from the International the task is an impossible one. At the present the Morse Rust Drill, employing approximately 3,000 employees is under a very weak C.I.O. leadership. I have already informed the regional office at 11 Beacon St., but there has been no attempt on their part to do anything about taking this plant over.

The New Bedford Central Labor Union recently applied for fifty dollars a week to be supplied from the American Federation of Labor to set up a full time organizer in this city, the New Bedford Central Labor Union to watch this case for salary and expenses. We are still waiting to hear the results of your deliberations on this matter.

Perhaps you remember the instance in which we were instrumental in breaking up a large independent textile union, consisting of 12,000 employees in 1941. We applied for a federal charter and were granted one upon the recommendation of Frank Fontana. Later, however, Mr. Fontana made a deal with Bill Betty, who represented the independent group, and the American Federation of Labor withdrew the charter. The workers involved

Affiliated with the American Federation of Labor

129 Union Street

(3)

were indignant when they realized that they were to be placed under the same leadership and the same conditions and the U.I.O. stepped in and took over the group.

These instances that I have cited to you are only a few, but it is this sort of weak support which causes the downfall of unions.

In my opinion there are two things which the Joe Farer's International can do:

1. Appear before the Executive Council with all interested parties and present their case, so that the council can reason both sides of the story.
2. The Joe Farer's International Representative surely must know that they can petition for an election before the National Labor Relations Board in spite of the fact that this independent group recently negotiated a contract with their employer of choice, in my poor humble opinion Joe's hold water.

Any action on my part has been for the best welfare of

1. The Community as a whole.
2. The American Federation of Labor.

The Teamsters are paying me to do my best for them and that is what I am attempting to do.

Fraternally yours,

S. P. Jacon
President, U.B.O.L.U.
Gen. Treas. & Bus. Rep., of the
I.B. of T.O.U. & U. of A.
Local Union #59

JUN 28 8 11 AM 1953

RECEIVED

Affiliated with the American Federation of Labor

125 Union Street

(3)

were indignant when they realized that they were to be placed under the same leadership and the same conditions and the C.I.O. stepped in and took over the group.

These instances that I have cited to you are only a few, but it is this sort of weak support which causes the downfall of unions.

In my opinion there are two things which the Sea Farer's International can do:

1. appear before the Executive Council with all interested parties and present their case, so that the council can receive both sides of the story.
2. The Sea Farers' International Representative surely must know that they can petition for an election before the National Labor Relations Board in spite of the fact that this independent group recently negotiated a contract with their employer of which, in my poor humble opinion, doesn't hold water.

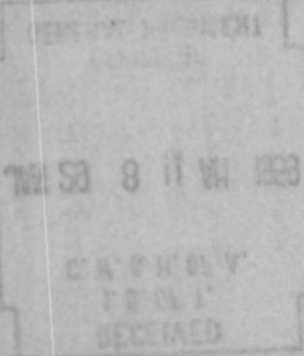
Any action on my part has been for the best welfare of

1. The Community as a whole.
2. The American Federation of Labor.

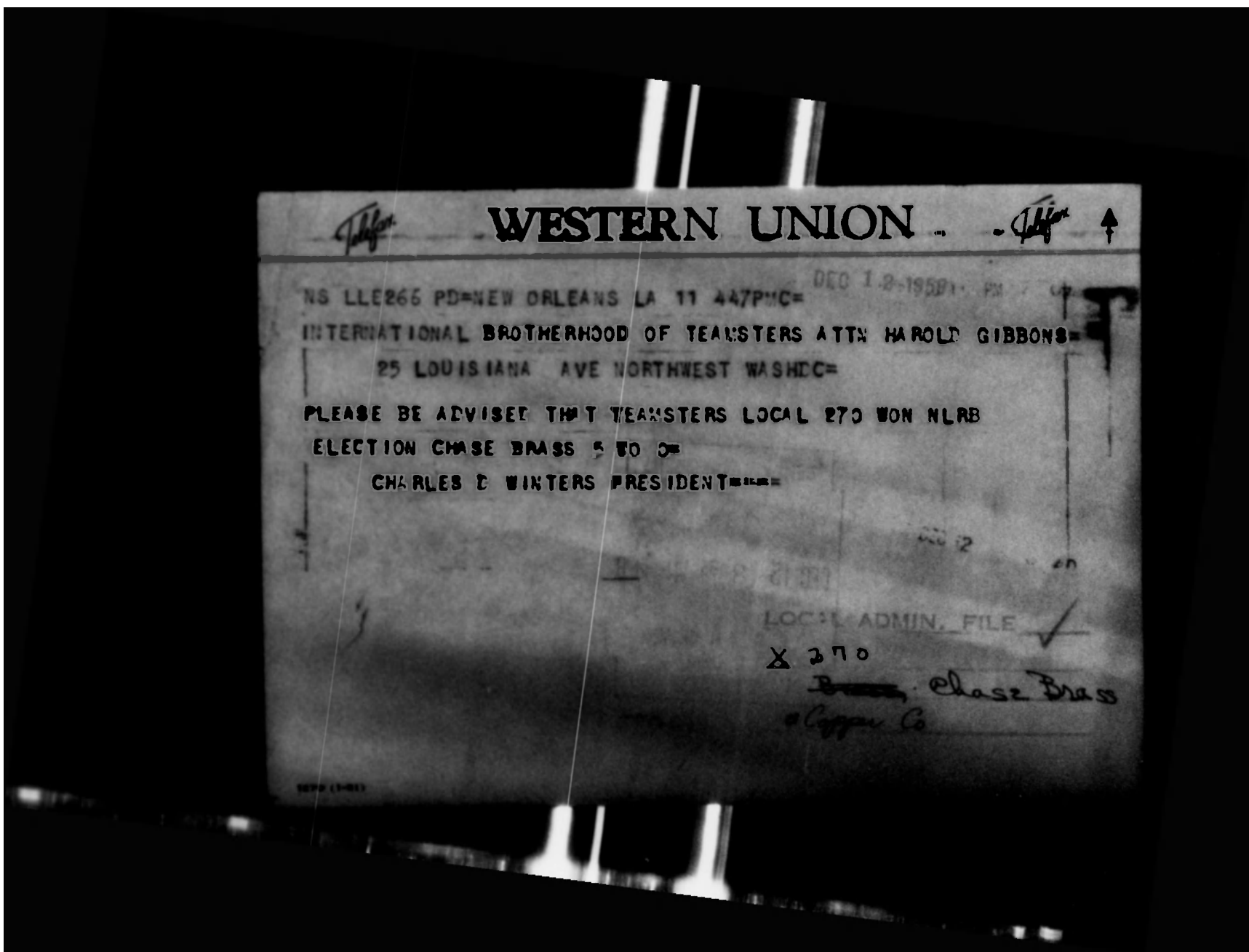
The Farmers are paying me to do my best for them and that is what I am attempting to do.

Fraternally yours,

S. P. Jacobs
President, N.B.C.L.W.
Sea. Trans. & Bus. Rep., of the
I.B. of T.O.W. & M. of A.
Local Union #59



CLASS OF SERVICE		WESTERN UNION		SYMBOLS	
This is a fast message unless its delivery character is indicated by the symbol.		TELEGRAM		DL = Day Letter	
		=(48)•		NL = Night Letter	
		W. P. MARSHALL, President		1201 LT = International Letter Telegram	
		CP WASHINGTON			
The filing time shown in the date line on domestic telegrams is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination.					
1958 DEC 10 PM 1 48					
WT055 PD VIA PHONE=BALTIMORE MD 10 104PME=					
HAROLD J GIBBONS=					
25 LOUISIANA AVE NORTHWEST=					
CHASE BRASS AND COPPER COMPANY ELECTION 3 VOTES FOR					
UNION O FOR COMPANY=					
CHARLES J DIGUARDO SECY TREASURER LOCAL 570					
Phoned Yuki 12/10/58 B/					
ADMINISTRATIVE FILE					
Chase Brass Copper Co					
THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE					



Office of the General President

To: Mr. Baron

From: H. J. Gibbons

ADMINISTRATIVE FILE
Chase Brass Company
11/24/58
DATE

RE: National agreement-Chase Brass Company

Attached is some work I have done on the Chase Brass Company.
Isn't this the time we should do something about the uniformity
of date. Please discuss this with me.

H. J. Gibbons,
Executive Assistant to the
General President

HJG/yh
Attachments

November 24, 1958

C
O
P
Y

Mr. Joseph Dillon
Western Conference
Warehouse Division
84 Page Street
San Francisco, Calif.

Dear Sir and Brother:

Attached is the master national agreement which has been negotiated with the Chase Brass Company. As you will note, this contract is between your local union and the Company itself.

The following items are to be negotiated locally and to be made part of a series of appendices attached to the contract:

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Paid Practices	Article XV
Appendix C	Overtime Rates	Article XIX, Section 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pension	Article XXIII

If this form of agreement for the Chase plant in your City makes sense to you, draw up the necessary appendices and approach the Company on getting a separate individual contract signed on behalf of your members.

Fraternally yours,

M. J. Gibbons,
Executive Assistant to
the General President

HJG/uk
Enc.

November 24, 1936

Mr. Joseph Wira
Secretary-Treasurer
Local Union No. 661
31 E. 12th Street
Cincinnati 10, Ohio

Dear Sir and Brother:

Attached is the master national agreement which has been negotiated with the Chase Brass Company. As you will note, this contract is between your local union and the Company itself.

The following items are to be negotiated locally and to be made part of a series of appendices attached to the contract:

Appendix A	& Classifications	Article XXIV
Appendix B	Company Plant Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Section 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pensions	Article XXIII

If this form of agreement for the Chase plant is your City union case to you, draw up the necessary appendices and approach the Company on getting a separate individual contract signed on behalf of your members.

Fraternally yours,

BJG/yh
Enc.

M. J. Gibbons,
Executive Assistant to
the General President

November 24, 1958

C
O
P
Y

Mr. Joseph Wire
Secretary-Treasurer
Local Union No. 661
31 E. 12th Street
Cincinnati 10, Ohio

Dear Sir and Brother:

Attached is the master national agreement which has been negotiated with the Chase Brass Company. As you will note, this contract is between your local union and the Company itself.

The following items are to be negotiated locally and to be made part of a series of appendices attached to the contract:

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Post Practices	Article IV
Appendix C	Overtime Rules	Article XIX, Section 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pension	Article XXIII

If this form of agreement for the Chase plant in your City makes sense to you, draw up the necessary appendices and approach the Company on getting a separate individual contract signed on behalf of your members.

Praternally yours,

HJO/yh
Rec.

H. J. Gibbons,
Executive Assistant to
the General President

November 24, 1958

Mr. W. L. Pilsad
Secretary-Treasurer
Local Union No. 748
1727 Young Street
Dallas, Texas

Dear Sir and Brother:

Attached is the master national agreement which has been negotiated with the Chase Brass Company. As you will note, this contract is between your local union and the Company itself.

The following items are to be negotiated locally and to be made part of a series of appendices attached to the contract:

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Post Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Section 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pension	Article XXIII

If this form of agreement for the Chase plant in your City makes sense to you, draw up the necessary appendices and approach the Company on getting a separate individual contract signed on behalf of your members.

Fraternally yours,

M. J. Gibbons,
Executive Assistant to
the General President

EJG/yh
Enc.

C
O
P
Y

November 24, 1955

C
O
P
Y

Mr. Charles F. Lindsey
Secretary-Treasurer
Local Union 452
3245 Eliot Street
Denver 11, Colorado

Dear Sir and Brother:

Attached is the master national agreement which has been negotiated with the Chase Brass Company. As you will note, this contract is between your local union and the Company itself.

The following items are to be negotiated locally and to be made part of a series of appendices attached to the contract:

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Post Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Section 4
Appendix D	Holidays	Article XX
Appendix E	Sickness & Welfare, Pensions	Article XXIII

If this form of agreement for the Chase plant in your City makes sense to you, draw up the necessary appendices and approach the Company on getting a separate individual contract signed on behalf of your members.

Fraternally yours,

M. J. Gibbons,
Executive Assistant to
the General President

MJG/ym
Enc.

November 24, 1958

C
O
P
Y

Mr. Eaddy G. Miller
Secretary-Treasurer
Local Union No. 968
1803 Everatt Street
Houston, Texas

Dear Sir and brother:

Attached is the master national agreement which has been negotiated with the Chase Brass Company. As you will note, this contract is between your local union and the Company itself.

The following items are to be negotiated locally and to be made part of a series of appendices attached to the contract:

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Past Practices	Article XV
Appendix C	Overtime Rates	Article XIX, Section 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pension	Article XXIII

If this form of agreement for the Chase plant in your City seems sense to you, draw up the necessary appendices and approach the Company on getting a separate individual contract signed on behalf of your members.

Fraternally yours,

E. J. Gibbons,
Executive Assistant to
the General President

EJG/ph
Enc.

November 24, 1959

C
O
P
Y

Mr. Gene Lee Doucis, President
Local Union No. 138
1233 Shelby Street
Indianapolis, Indiana

Dear Sir and Brother:

Attached is the master national agreement which has been negotiated with the Chase Brass Company. As you will note, this contract is between your local union and the Company itself.

The following items are to be negotiated locally and to be made part of a series of appendices attached to the contract:

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Past Practices	Article IV
Appendix C	Overtime Rules	Article XIX, Section 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pension	Article XXIII

If this form of agreement for the Chase plant in your City seems sound to you, draw up the necessary appendices and approach the Company on getting a separate individual contract signed on behalf of your members.

Fraternally yours,

H. J. Glendon,
Executive Assistant to
the General President

HJG/yh
Enc.

November 24, 1935

Mr. Gene Sam Heaclo, President
Local Union No. 138
1233 Shelby Street
Indianapolis, Indiana

Dear Sir and Brother:

Attached is the master national agreement which has been negotiated with the Chase Brass Company. As you will note, this contract is between your local union and the Company itself.

The following items are to be negotiated locally and to be made part of a series of appendices attached to the contract:

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Plant Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Section 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pension	Article XXIII

If this form of agreement for the Chase plant in your City makes sense to you, draw up the necessary appendices and approach the Company on getting a separate individual contract signed on behalf of your members.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to
the General President

HJG/yh
Enc.

November 24, 1958

Mr. Alexander J. Hyleh
Secretary-Treasurer
Local Union No. 251
4 Ave Street
Providence, R. I.

Dear Sir and Brother:

Attached is the master national agreement which has been negotiated with the Chase Brass Company. As you will note, this contract is between your local union and the Company itself.

The following items are to be negotiated locally and to be made part of a series of appendices attached to the contract:

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Post Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Section 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pension	Article XXIII

If this form of agreement for the Chase plant is your City union comes to you, draw up the necessary appendices and approach the Company on getting a separate individual contract signed on behalf of your members.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to
the General President

HJG/k
Enc.

November 24, 1955

C
O
P
Y

Mr. Harry Tavia, Vice President
535 Fifth Avenue
Pittsburgh 18, Pa.

Dear Sir and Brother:

Attached is the master national agreement which has been negotiated with the Chase Brass Company. As you will note, this contract is between your local union and the Company itself.

The following items are to be negotiated locally and to be made part of a series of appendices attached to the contract:

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Plant Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Section 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pension	Article XXIII

If this form of agreement for the Chase plant in your City makes sense to you, draw up the necessary appendices and approach the Company on getting a separate individual contract signed on behalf of your members.

Praternally yours,

M. J. Gibbons,
Executive Assistant to
the General President

HJG/yk
Enc.

November 24, 1958

C
O
P
Y

Sr. Frank Kenna
Local Union No. 168
1238-41 S. Girard Ave.
Philadelphia, Pa.

Dear Sir and Brother:

Attached is the master national agreement which has been negotiated with the Chase Brass Company. As you will note, this contract is between your local union and the Company itself.

The following items are to be negotiated locally and to be made part of a series of appendices attached to the contract:

Appendix A	Wages and Classifications	Article XXIV
Appendix B	Company Paid Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Section 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pension	Article XXIII

If this form of agreement for the Chase plant in your City makes sense to you, draw up the necessary appendices and approach the Company on getting a separate individual contract signed on behalf of your members.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to
the General President

HJB/yk
Enc.

November 24, 1958

C
O
P
Y

Mr. Jack Jorgensen, President
Teamsters Jt. Council No. 32
706 1st Ave., N.
Minneapolis, Minnesota

Dear Mr and Brother:

Attached is a copy of national agreement which we have just negotiated with Chase Brass Company. I would suggest that this might be the pattern in the forthcoming negotiations upon the expiration of your agreement. You will note that the following items must be locally negotiated and put in separate appendices.

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Past Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Sec. 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pension	Article XXIII

Please let me know if you have any objection to this as we are attempting to make uniform conditions of employment with this Company.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

HJC/yh
Enc.

November 24, 1958

C
O
P
Y

Mr. Robert L. Schiele, Sec. - Trans.
Teamsters Local Union No. 838
116 W. Linwood Blvd.
Kansas City 11, Mo.

Dear Sir and Brother:

Attached is a copy of national agreement which we have just negotiated with Chase Brass Company. I would suggest that this might be the pattern to the forthcoming negotiations upon the expiration of your agreement. You will note that the following items must be locally negotiated and put in separate appendices.

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Past Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Sec. 4
Appendix D	Holidays	Article XX
Appendix E	Sickness, & Welfare, Pensions	Article XXIII

Please let me know if you have any objection to this as we are attempting to make uniform conditions of employment with this Company.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

HJG/yh
Enc.

November 24, 1958

C
O
P
Y

Mr. Charles J. DiGuardo, Sec.-Treas.
Teamsters Local Union No. 570
1924-26 W. Pratt St.
Baltimore, Md.

Dear Sir and Brother:

Attached is a copy of a national agreement which is available
for your local union as Chase Brass Company. As you will
notice, you will simply have to negotiate the following
appendices to the agreement for your local people:

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Past Practices	Article XV
Appendix C	Overtime Rates	Article XIX, Sec. 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pension	Article XXIII

Please keep me informed on this situation.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

NJO/yl
Enc.

November 24, 1958

C
O
P
Y

Mr. Charles Winters, President
Teamsters Local Union No. 270
424 Chartres St.
New Orleans, La.

Dear Sir and Brother:

Attached is a copy of a national agreement which is available
for your local union as Chase Brass Company. As you will
notice, you will simply have to negotiate the following
appendices to the agreement for your local people.

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Paid Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Sec. 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pension	Article XXIII

Please keep me informed on this situation.

Fraternally yours,

H. J. Gibbs,
Executive Assistant to the
General President

HJG/yh
Enc.

November 24, 1958

C
O
P
Y

Mr. Walden L. Mathis, Sec. -Treas.
Tennesseans Local Union No. 728
2540 Lakewood Ave., S. W.
Atlanta 18, Ga.

Dear Sir and Brother:

Attached is a sample of a national agreement just negotiated with the Chase Brass Company.

It is my understanding that there is an unorganized warehouse located in the City of Atlanta. I would appreciate it if you could immediately assign an organizer to attempt organization at this warehouse. Upon winning of an NLRB election, this contract plus appendices covering the following issues is available to your local union:

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Past Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Sec. 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pensions	Article XXIII

Please advise me of your progress in the organization of this company's Atlanta warehouse.

Fraternally yours,

M. J. Gibbons,
Executive Assistant to the
General President

HJC/yh
Enc.

November 24, 1958

C
O
P
Y

Mr. Jack Jergensen, President
Teamsters St. Council No. 32
786 1st Ave., N.
Minneapolis, Minnesota

Dear Mr and Brother:

Attached is a copy of national agreement which we have just negotiated with Chase Brass Company. I would suggest that this might be the pattern in the forthcoming negotiations upon the expiration of your agreement. You will note that the following items must be locally negotiated and put in separate appendices.

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Paid Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Sec. 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pensions	Article XXIII

Please let me know if you have any objection to this as we are attempting to make uniform conditions of employment with this Company.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

HJG/ya
Enc.

November 24, 1958

C
O
P
Y

Mr. Robert L. Schleisner, Sec. - Treas.
Teamsters Local Union No. 838
116 W. Linwood Blvd.
Kansas City 11, Mo.

Dear Sir and Brother:

Attached is a copy of national agreement which we have just negotiated with Chase Brass Company. I would suggest that this might be the pattern for the forthcoming negotiations upon the expiration of your agreement. You will note that the following items must be locally negotiated and put in separate appendices.

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Past Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Sec. 4
Appendix D	Holidays	Article XX
Appendix E	Health, & Welfare, Pension	Article XIII

Please let me know if you have any objection to this as we are attempting to make uniform conditions of employment with this Company.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

HJG/yh
Enc.

November 24, 1958

Mr. Nicholas P. Morriettey, Gen. Org.
International Brotherhood of Teamsters
640 Beacon Street
Boston 15, Mass.

Dear Mr and Brother:

Attached is a copy of national agreement which we have just negotiated with Chase Brass Company. I would suggest that this might be the pattern for negotiations in your newly organized plant. You will note that the following items must be locally negotiated and put in separate appendices:

Appendix A	Wages & Classifications	Article XXIV
Appendix B	Company Paid Practices	Article XV
Appendix C	Overtime Rules	Article XIX, Sec. 4
Appendix D	Holidays	Article XX
Appendix E	Health & Welfare, Pensions	Article XXIII

Please let me know if you have any objections to this as we are attempting to make uniform conditions of employment with this Company.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

NJO/yk
Enc.

MEMO

To: H. J. Gibbons

11/19/58

From: Dan Porter

Enclosed is the Chase Brass Contract. You will note the changes on Pages 3, 12 and 13 that should be noted when this is run off. The Company has copies of this document along with the Memoranda of Understanding and will be sending them to you as Acting Director of the National Warehouse Division.

In addition the following items must be listed in each city on separate appendices:

APPENDIX A	Wages & Classifications	Article XXIV
APPENDIX B	Company Past Practices	Article XV
APPENDIX C	Overtime Rules	Article XIX, Sec 4
APPENDIX D	Holidays	Article XX
APPENDIX E	Health & Welfare, Pension	Article XXIII

Also you will find below a list of cities in which Chase Brass operates warehouses with the status, to the best of my knowledge:

Under New Master Agreement	Seafarers Union	Other International Unions	Others
St. Louis	Baltimore	Chicago	No information
Seattle	New Orleans	Detroit (?)	Atlanta
New York		Milwaukee	Cincinnati
Newark			Cleveland (unorganized)
			Dallas
			Denver
			Houston
			Indianapolis
			Los Angeles
			Philadelphia
			Pittsburgh
			Providence
			San Francisco
			Waterbury, Conn.

Others Organized by Tenasters
 Boston (effective 11/14/58, won 5/0)
 Kansas City (expires 10-19-59)
 Minneapolis (?)

DP/ah
 wdvw GRR
 cc:ccourse

V Organized

CHASE BRASS WAREHOUSES

Atlanta, Ga. 595 Stewart Avenue, S.W. Tel. AMheret 5731	Los Angeles 54, Calif. 210 S. Central Avenue Tel. MADison 5-0101
✓ Baltimore 30 Md. 1315 Key Highway Tel. PLess 2565	✓ Milwaukee 3, Wisc. 1741 West St. Paul Avenue Tel. DIVision 2-7630
✓ Boston 4, Mass. 411 "D" Street Tel. LIBerty 2-0126	✓ Minneapolis 3, Minn. 145 North 10th Street Tel. Mpls. OENEva 4376 St. Pl Midway 6777
Chicago 7, Ill. 1300 W. Harrison Street Tel. RAYmarket 1-4550	✓ Newark 3, N.J. 188 Badger Avenue Tel. BIGelow 8-1700
Cincinnati 2, Ohio 222 Post Square Tel. PARKway 3326	✓ New Orleans 2, La. 751 Beronne Street Tel. CANal 9511
Cleveland 32, Ohio 1255 East 260th Street P.O. Box 3137, Euclid Branch Tel. REdeod 1-3355	✓ New York 13, N.Y. 80 Lafayette Street Tel. WORTH 2-3600
Dallas 2, Texas 119 Pittsburg Street P.O. Box 5548 Tel. PROspect 7-4271	Philadelphia 40, Pa. 20th and Venango Street Tel. BAIdwin 3-5800
Detroit 3, Mich. 14480 Woodrow Wilson Avenue Tel. TOWnsend 8-2039	Pittsburgh 33, Pa. 1001 Brighton Road Tel. CEDar 1-7900
Indianapolis 4, Ind. 520 South New Jersey Street Tel. FRANKlin 1543	Providence 1, R.I. 66 Branch Avenue Tel. DEXter 1-2300
✓ Kansas City 8, Mo. 315 West 15th Street Tel. VICTor 1710	✓ St. Louis 10, Mo. 3815 Market Street Tel. JEFFerson 4884
	✓ Seattle 4, Wash. 1957 First Avenue, South Tel. SENEca 0164
	San Francisco 7, Calif. 680 2nd Street Tel. GARfield 1-7780
	Waterbury 20, Conn. 235 Grand Street Tel. 4-0161, Ext. 316

CHASS BRASS WAREHOUSES

Atlanta, Ga.
695 Stearns Avenue, S.W.
Tel. AMherst 5731

Baltimore 30 Md.
1315 Key Highway
Tel. PLace 2565

Boston 4, Mass.
411 "D" Street
Tel. LIberty 2-0126

Chicago 7, Ill.
1300 W. Harrison Street
Tel. HAymarket 1-4550

Cincinnati 2, Ohio
222 Post Square
Tel. PArkway 3326

Cleveland 32, Ohio
1256 East 260th Street
P.O. Box 3137, Euclid Branch
Tel. REdwood 1-3355

Dallas 2, Texas
119 Pittsburg Street
P.O. Box 5648
Tel. PROspect 7-4271

Detroit 3, Mich.
14480 Woodrow Wilson Avenue
Tel. TOWNsend 8-2939

Indianapolis 4, Ind.
520 South New Jersey Street
Tel. FRANKlin 1543

Kansas City 8, Mo.
316 West 16th Street
Tel. VICTor 1710

Los Angeles 54, Calif.
210 S. Central Avenue
Tel. MADison 6-0101

Milwaukee 3, Wisc.
1741 West St. Paul Avenue
Tel. DIVision 2-7630

Minneapolis 3, Minn.
145 Worth 10th Street
Tel. Mpls. GENEva 4376
St. Pl MIDway 6777

Newark 8, N.J.
188 Badger Avenue
Tel. BIGelow 8-1700

New Orleans 2, La.
751 Baronne Street
Tel. CANal 9511

New York 13, N.Y.
80 Lafayette Street
Tel. WORTH 2-3600

Philadelphia 40, Pa.
20th and Venango Street
Tel. BALdwin 3-5800

Pittsburgh 33, Pa.
1001 Brighton Road
Tel. CEDar 1-7900

Providence 1, R.I.
66 Branch Avenue
Tel. DEXter 1-2300

St. Louis 10, Mo.
3815 Market Street
Tel. JEFFerson 4884

Seattle 4, Wash.
1957 First Avenue, South
Tel. SEneca 0164

San Francisco 7, Calif.
680 2nd Street
Tel. GARfield 1-7780

Waterbury 20, Conn.
236 Grand Street
Tel. 4-0161, Ext. 316

CHASE BRASS WORKSHOPS

Atlanta, Ga.
595 Steeple Avenue, S.W.
Tel. AMherst 5731

Baltimore 30 Md.
1315 Key Highway
Tel. PLess 2565

Boston 4, Mass.
411 "D" Street
Tel. LIberty 2-0126

Chicago 7, Ill.
1300 W. Harrison Street
Tel. HAymarket 1-4550

Cincinnati 2, Ohio
222 Post Square
Tel. PArkway 3326

Cleveland 32, Ohio
1255 East 260th Street
P.O. Box 3137, Euclid Branch
Tel. REdwood 1-3355

Dallas 2, Texas
119 Pittsburg Street
P.O. Box 5848
Tel. PROspect 7-4271

Detroit 3, Mich.
14450 Woodrow Wilson Avenue
Tel. TOWnsend 8-2439

Indianapolis 4, Ind.
520 South New Jersey Street
Tel. FRANKlin 1543

Kansas City 8, Mo.
315 West 16th Street
Tel. VICTor 1710

Los Angeles 54, Calif.
210 S. Central Avenue
Tel. MADison 5-0101

Milwaukee 3, Wisc.
1741 West St. Paul Avenue
Tel. DIvision 2-7630

Minneapolis 3, Minn.
145 Worth 10th Street
Tel. Mpls. GENeva 4376
St. PI Midway 6777

Newark 5, N.J.
188 Badger Avenue
Tel. BIGelow 8-1700

New Orleans 2, La.
751 Beronne Street
Tel. CANel 9511

New York 13, N.Y.
80 Lafayette Street
Tel. WORTH 2-3600

Philadelphia 40, Pa.
20th and Venango Street
Tel. BALdwin 3-5800

Pittsburgh 33, Pa.
1001 Brighton Road
Tel. CEDar 1-7900

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Tel. JEFFerson 4884

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Tel. SENEca 0164

San Francisco 7, Calif.
680 2nd Street
Tel. GARfield 1-7780

Waterbury 20, Conn.
236 Grand Street
Tel. 4-0181, Ext. 315

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A G R E E M E N T

This agreement, made and entered into this day
of , 19 , by and between CHASE BRASS & COPPER CO.,
INCORPORATED, and LOCAL UNION affiliated with the INTER-
NATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA, covers the employees of the Company in
their Warehouse.

ARTICLE I - RECOGNITION

The Employer recognizes the Union as the sole and
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employees (excluding office clerical, professional, executive
and all salaried employees, foremen, superintendents, clerks,
watchmen, guards, and supervisors as defined in the National
Labor Relations Act as amended), employed by the Employer. As
used in this agreement, "employees" refers only to those indi-
viduals who are members of the collective bargaining unit as
herein set forth.

ARTICLE II - UNION SECURITY

All employees must join the Union after thirty
calendar days after the signing of this agreement or after
thirty days after their hiring, whichever is later, and remain
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ARTICLE III - CHECKOFF

The Employer agrees to deduct monthly from the
earnings of employees who have so authorized in writing, in
conformity with the law, Union membership dues (including initial
dues or initiation fees) and remit same to the Union.

ARTICLE IV - SENIORITY

Section 1:

All employees employed for a probationary period of thirty days shall attain seniority rights, measured from the first day of employment. During such probationary period, employees may be discharged at the sole discretion of the Employer, and without notice to the Union. For the purposes of lay-off and rehiring, seniority shall prevail subject to the employee's ability to perform the work.

An employee shall lose his seniority if:

1. He voluntarily resigns.
2. He is discharged for just cause.
3. He fails to reply to notice to return to work from lay-off within forty-eight (48) hours from time notice is sent to the last address on file with the Company or, having replied, to report to work within five (5) calendar days of the sending of such notice.
4. He has been on lay-off for twelve consecutive months.
5. He is absent three or more consecutive working days without notification to the Employer during regular business hours, Monday through Friday, except under proven extreme circumstances.

Section 2:

A lay-off shall not be effective against employees employed for over three calendar months unless three working days advance notice in writing thereof is given to the employee or employees affected and a copy of such notice delivered to the Union. This paragraph does not apply where lay-off is due to an emergency situation beyond the control of the Employer.

Section 3:

The Employer may grant a leave of absence not to exceed one year, without pay and without prejudice to seniority, upon certification by a physician retained by the Employer, to the effect that such leave is required for the health of the Employee. The Company will give due consideration to requests for leave of absence for reasons other than health. Any such leave shall be confirmed in writing and a copy given to the Union.

Section 4:

Any employee who enters the military or naval service of the United States, who has reemployment rights under any applicable laws and who complies with the requirements of said laws as to reemployment, shall be reemployed in compliance with said laws. Any employee restored to employment in accordance with this paragraph shall have his seniority status increased by the period of his military service. In determining the eligibility for vacation of reemployed veterans, their continuous service will be considered unbroken by the time spent in military service.

Section 5:

Any employee elected or appointed as an official of the Union or delegate to any labor activity necessitating leave of absence shall be granted a leave of absence without pay for a maximum of one (1) year and be guaranteed reemployment at the end of such period with the same seniority as though he had been continuously employed, provided the employee has the ability to do the work. Such leaves may be extended by mutual agreement.

ARTICLE V - REPRESENTATION

The Union may designate a Shop Steward who shall assist the Union in carrying out this agreement but on the Employer's time only as herein provided. The Shop Steward shall have top seniority in the plant for lay-off and recall purposes.

Union business shall not be transacted on the Employer's time. The Shop Steward shall have a reasonable time to investigate and present an alleged dispute. All grievances may be taken up on company time.

A telephone instrument shall be made available to the Shop Steward for the purpose of communicating with the Union, and a bulletin board will be provided for the Union.

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The Employer agrees not to lock out any of its employees during the term of this agreement. The Union agrees that it will not engage in, initiate, authorize, sanction, or support any strikes, slow-downs, stoppages of work, boycotts, picketing or any other interference with the peaceful operation of the Employer's business during the term of this agreement, except as otherwise herein provided.

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Should differences arise between the Company and the Union or any employee of the Company covered hereunder, as to the meaning or application of the provisions of this agreement, such differences shall be settled in the following manner:

1. Within five (5) days of becoming aware of the reason for the grievance the aggrieved employee or employees shall first take the matter up with the Steward, who in turn will take the grievance up with

the immediate supervisor. Employees shall have the Steward present on any grievance.

2. If a satisfactory settlement is not effected within one (1) working day the employee shall submit such grievance in writing to the District Manager and the Local Union Representative who shall meet and attempt to resolve the grievance.

3. If a satisfactory settlement is not effected within three (3) working days after the written grievance is received, the written grievance shall be reviewed by designated representatives of the Company's Home Office and the National Warehouse Division of the Teamsters Union.

4. Any grievance remaining unsettled shall be submitted to arbitration by an arbiter agreed to by both parties. In the event of failure to agree on an arbiter both parties shall agree to an arbiter designated by the Federal Mediation & Conciliation Service. Arbitration fees shall be shared equally by both parties. Any arbitration award shall be final and binding on both parties.

The arbiter shall have no jurisdiction or authority to add to, subtract from, modify, alter or amend any of the terms of this agreement.

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Employees may be discharged only for just cause. Before any employee is discharged, the Employer shall give three (3) working days notice in writing to the Union, stating the reason for and the date of the proposed discharge. In cases involving theft, malicious mischief, intoxication, gross insubordination or other similar conduct, the Employer

may discharge without prior notice, but shall immediately thereafter notify the Union of such discharge. Should a dispute arise in connection with the discharge of an employee it may be submitted as provided for in the Grievance Procedure.

ARTICLE IX - ACCESS

A representative of the Union shall be permitted to enter the premises of the Employer upon notification to the Employer at any time during working hours, to carry out the terms of this agreement and to ascertain that the terms hereof are being complied with. It is understood that he will not interfere in any way with the work of any employee other than the Steward.

ARTICLE X - RECORDS

The Employer will supply a copy to the Union Representative or Steward of the payroll record of any employee of the bargaining unit upon request.

ARTICLE XI - MANAGEMENT CONTROL

Except as limited by the specific terms of this agreement, the Employer shall continue to have the right to take any action which it deems appropriate in the management of the business in accordance with its judgment.

ARTICLE XII - NO DISCRIMINATION

The Company agrees that it will not discriminate against an employee or applicant for employment for or on account of his affiliation or activities with the Union or because of race, creed, color or national origin.

ARTICLE XIII - HIRING

The Employer agrees to give the Union equal opportunity with all other sources to provide any additional help the Company may need.

ARTICLE XIV - WORK ASSIGNMENTS

The Employer shall not direct or require employees other than the employees in the bargaining unit here involved to perform work which is recognized as the work of the employees in this unit.

ARTICLE XV - MAINTENANCE OF STANDARDS

The past practices listed in Appendix B shall be maintained during the term of this Agreement.

ARTICLE XVI - PICKET LINE

No employee covered by this agreement shall be compelled to cross any picket line authorized by the Union picketing and sanctioned by the Teamsters Joint Council in the area, and his refusal to do so shall not constitute a breach of this agreement.

ARTICLE XVII - UNAUTHORIZED ACTIVITY

It is understood and agreed that the Union shall have no financial liability for acts of its members or agents which are unauthorized and which the Union cannot control. It is agreed, however, that, in the event of any such unauthorized action, the Union shall, upon receiving notice thereof, urge its members to return to work, if there should be a work stoppage, and just as soon as practical address a letter to the Employer notifying the Employer that the action of the Union members or agents is unauthorized.

The Employer shall be privileged to discipline or discharge employees responsible for such unauthorized activities without being in violation of the terms of this agreement, subject, however, to the fact of participation only being subject to the grievance and arbitration provisions of this agreement. In order that the Employer may be apprised of the officer of the Union empowered to authorize strikes, work stoppages, or actions which will interfere with the activities required of employees under this agreement, it is understood and agreed that within thirty (30) days of the signing of this agreement the Union will notify the Company of the name and title of the officer of the Union empowered to authorize any such actions or give the orders or directions necessary to carry out any such action.

ARTICLE XVIII - INVALIDATION

If any portion of this agreement is declared illegal, it shall not in any way affect the remaining provisions of the agreement. Any portion of this agreement declared to be illegal shall be subject to renegotiation. If such negotiations shall not result in a mutually satisfactory agreement, the Union shall be permitted all legal or economic recourse.

ARTICLE XIX - HOURS OF WORK

Section 1:

The Company agrees that the regular hours of work shall be eight (8) hours per day and forty (40) hours per week, and that the work week shall start on Monday and end on Friday. All work in excess of eight (8) hours per day shall be considered as overtime, and employees shall be paid time and one-half for working such overtime periods. Time and one-half shall be paid

for all work performed on Saturdays; double time shall be paid for all work performed on Sundays. Overtime shall not be paid twice for the same hours. All employees shall be paid weekly.

Section 2:

Employees working on a second or night shift shall be paid ten (10¢) cents per hour above their regular rate of pay. Employees working on the third shift shall be paid twelve and one-half (12½¢) cents per hour above their regular rate of pay.

Section 3:

Every employee, except a part-time employee, who reports after being scheduled to work shall receive a minimum of eight hours at his basic straight time hourly rate, except that the Employer shall not be liable for such minimum pay in the event that work is not available due to an act of God or unforeseen emergency. This provision does not relieve the Employer of the notice of lay-off provided for herein. If the Company can make work for those on the first shift who succeed in getting to work, it will do so.

Section 4:

Overtime shall be worked in accordance with the rules shown in Appendix C attached hereto.

ARTICLE XX - HOLIDAYS

The holidays listed in Appendix D shall be holidays for which regular employees shall receive eight hours pay at regular straight time rates without performing any work, provided the employee worked the regular scheduled workday immediately before and also the workday immediately after the holiday, unless his absence on either of such days occurred

with the consent of his supervisor.

If any of the named holidays fall on a Saturday, each regular employee shall receive his regular eight hours straight time rate without performing any work or, at the Employer's option, another day off with pay. If any such holidays fall on a Sunday, the holiday shall be celebrated on the following Monday.

Employees with less than thirty (30) days seniority shall not be entitled to holiday pay.

Employees who are absent due to illness or layoff but who work within five (5) working days before or after the holiday shall be paid for any holiday listed in Appendix D.

All time worked by an employee on a holiday listed in Appendix D shall be paid for on the basis of double time in addition to the holiday pay.

ARTICLE XXI - FUNERAL LEAVE

In case an employee attends the funeral of his mother, mother-in-law, father, father-in-law, brother, sister, husband, wife or child, the Company will grant a leave of absence with pay from day of death until and including day of funeral, not to exceed three (3) working days.

ARTICLE XXII - JURY SERVICE LEAVE

Employees who are summoned for jury service shall suffer no loss in their regular day's wages due to such service, but shall be paid the difference between their jury fees and the amount of their regular day's (8 hours) pay.

ARTICLE XXIII - HEALTH AND WELFARE AND PENSION PROVISIONS

Health and Welfare and Pension Provisions shall be as set out in Appendix E attached hereto.

ARTICLE XXIV - WAGES AND CLASSIFICATIONS

The standard hourly wage rates for the job classifications and the effective dates thereof shall be those as set forth in Appendix A which is attached to and part of this agreement.

ARTICLE XXV - VACATIONS

Section 1:

Each employee employed by the Employer regularly and continuously for the period as stated below, and prior to July 1st of such year, will receive the corresponding vacation with pay:

6 months to 12 months	-	1 week
12 months to 12 years	-	2 weeks
12 years and over	-	3 weeks

An excused absence (but not a leave of absence) or a lay-off of up to thirty days duration shall not constitute an interruption of regular and continuous employment under this paragraph. The vacation period for each employee shall be designated by the Employer after consultation and an attempt to agree upon the period with the Shop Steward, but the final right to allot vacation periods and to change such allotments is exclusively reserved to the Employer. Wherever practicable, seniority shall prevail in choice of vacation. Vacation list shall be completed and posted by May 1st of each year.

An employee shall receive at the Employer's option either an extra day's vacation or an extra day's pay for a paid holiday which falls within his vacation period.

An employee, who would otherwise have been entitled hereunder to a vacation with pay during the calendar year in which he shall enter the military or naval service of the United States, shall be paid an amount equal to the vacation pay he would have been entitled to receive for the period of such vacation should he enter such service before taking such vacation.

Section 2:

Each employee eligible for a vacation shall be entitled to vacation pay for each week of vacation to which he is entitled under the Schedule set forth in Section 1 above on the basis of forty (40) times the regular hourly rate that he would have received had he worked such week.

Section 3:

Additional pay will not be granted in lieu of time off from work, and in no event will more than one vacation with pay be granted in any calendar year nor will two vacation periods of an employee be permitted without an interval of at least three (3) months.

Section 4:

Any employee permanently leaving the service of the Company shall be granted accumulated vacation benefits.

ARTICLE XXVI - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall not lose their regular day's pay up to a maximum of eight (8) days for this contract year, plus the number of days of unused sick leave pay for the preceding contract year, but not to exceed twenty-four (24) days.

ARTICLE XXVII - SEVERANCE PAY

Any employee whose employment is terminated by the Employer for any reason other than retirement for age or resignation or discharge shall receive a termination allowance in accordance with the following schedule:

Period of Regular and
Continuous Employment

Allowance

Six months to one year	One week's pay
One year to five years	Two weeks' pay
Five years to eight years	Three weeks' pay
Eight years to ten years	Four weeks' pay
Ten years to twelve years	Five weeks' pay
Twelve years to fourteen years	Six weeks' pay
Fourteen years and over	Seven weeks' pay

Any employee who accepts the termination allowance shall cease to have any seniority credit under Article IV hereof and if thereafter reemployed by the Employer shall for all purposes of this agreement be regarded as a new employee. Consideration shall be given by the Employer to employees resigning prior to age of retirement because of ill health and inability to continue this type of work.

ARTICLE XXVIII - EFFECTIVE DATE AND TERMINATION

The terms of this agreement shall commence on
and expire on

Negotiations for a new agreement shall commence sixty (60) days prior to the expiration hereof. This agreement constitutes the entire agreement between the Union and the Employer and the Employer and the Union specifically waive any rights which either may have to bargain with the other during the term of this agreement on any matter pertaining to rates of pay, hours, or other terms and conditions of employment whether or not covered by this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed the date first above written.

CHASE BRASS AND COPPER CO. INCORPORATED

For the Company:

For Teamsters Local
Affiliated with INTERNATIONAL
BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND
HELPERS OF AMERICA

MEMORANDUM

October 23, 1958

TO: Harold J. Gibbons
FROM: Al Wales
RE: Chase Brass & Copper

Chase Brass & Copper is a subsidiary (100% owned) of Kennecott Copper Corp., the largest producer of copper in the world.

Chase Brass produces copper and brass sheets, bars, plates, rods, shapes, tubes and wire. The company also warehouses products (electrical and communications wire and cable) made by Kennecott Wire and Cable Co., located at Phillipsdale, Rhode Island, another 100% owned subsidiary of Kennecott Copper Co.

Chase Brass owns a brass mill at Waterbury, Conn., and two (adjacent) mills at Cleveland, Ohio.

The Waterbury, Conn., plants (Chase Metal Works Plant and Waterbury Manufacturing Co. Plant) are organized by UAW Local Union 1565.

At Cleveland, the Cleveland Mill Division is organized by IAM Dist. #54 and the office workers by Office Employees Local Union No. 17.

Adm.
Research Department
Chase Brass & Copper

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A G R E E M E N T

This agreement, made and entered into this day
of , 19 , by and between CHASE BRASS & COPPER CO.,
INCORPORATED, and LOCAL UNION affiliated with the INTER-
NATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA, covers the employees of the Company in
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The Employer agrees to deduct monthly from the
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3. He fails to reply to notice to return to work from lay-off within forty-eight (48) hours from time notice is sent to the last address on file with the Company or, having replied, to report to work within five (5) calendar days of the sending of such notice.
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Except as limited by the specific terms of this agreement, the Employer shall continue to have the right to take any action which it deems appropriate in the management of the business in accordance with its judgment.

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The past practices listed in Appendix B shall be maintained during the term of this Agreement.

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No employee covered by this agreement shall be compelled to cross any picket line authorized by the Union picketing and sanctioned by the Teamsters Joint Council in the area, and his refusal to do so shall not constitute a breach of this agreement.

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It is understood and agreed that the Union shall have no financial liability for acts of its members or agents which are unauthorized and which the Union cannot control. It is agreed, however, that, in the event of any such unauthorized action, the Union shall, upon receiving notice thereof, urge its members to return to work, if there should be a work stoppage, and just as soon as practical address a letter to the Employer notifying the Employer that the action of the Union members or agents is unauthorized.

The Employer shall be privileged to discipline or discharge employees responsible for such unauthorized activities without being in violation of the terms of this agreement, subject, however, to the fact of participation only being subject to the grievance and arbitration provisions of this agreement. In order that the Employer may be apprised of the officer of the Union empowered to authorize strikes, work stoppages, or actions which will interfere with the activities required of employees under this agreement, it is understood and agreed that within thirty (30) days of the signing of this agreement the Union will notify the Company of the name and title of the officer of the Union empowered to authorize any such actions or give the orders or directions necessary to carry out any such action.

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Section 1:

The Company agrees that the regular hours of work shall be eight (8) hours per day and forty (40) hours per week, and that the work week shall start on Monday and end on Friday. All work in excess of eight (8) hours per day shall be considered as overtime, and employees shall be paid time and one-half for working such overtime periods. Time and one-half shall be paid

for all work performed on Saturdays; double time shall be paid for all work performed on Sundays. Overtime shall not be paid twice for the same hours. All employees shall be paid weekly.

Section 2:

Employee working on a second or night shift shall be paid ten (10¢) cents per hour above their regular rate of pay. Employees working on the third shift shall be paid twelve and one-half (12½¢) cents per hour above their regular rate of pay.

Section 3:

Every employee, except a part-time employee, who reports after being scheduled to work shall receive a minimum of eight hours at his basic straight time hourly rate, except that the Employer shall not be liable for such minimum pay in the event that work is not available due to an act of God or unforeseen emergency. This provision does not relieve the Employer of the notice of lay-off provided for herein. If the Company can make work for those on the first shift who succeed in getting to work, it will do so.

Section 4:

Overtime shall be worked in accordance with the rules shown in Appendix C attached hereto.

ARTICLE XX - HOLIDAYS

The holidays listed in Appendix D shall be holidays for which regular employees shall receive eight hours pay at regular straight time rates without performing any work, provided the employee worked the regular scheduled workday immediately before and also the workday immediately after the holiday, unless his absence on either of such days occurred

with the consent of his supervisor.

If any of the named holidays fall on a Saturday, each regular employee shall receive his regular eight hours straight time rate without performing any work or, at the Employer's option, another day off with pay. If any such holidays fall on a Sunday, the holiday shall be celebrated on the following Monday.

Employees with less than thirty (30) days seniority shall not be entitled to holiday pay.

Employees who are absent due to illness or layoff but who work within five (5) working days before or after the holiday shall be paid for any holiday listed in Appendix D.

All time worked by an employee on a holiday listed in Appendix D shall be paid for on the basis of double time in addition to the holiday pay.

ARTICLE XXI - FUNERAL LEAVE

In case an employee attends the funeral of his mother, mother-in-law, father, father-in-law, brother, sister, husband, wife or child, the Company will grant a leave of absence with pay from day of death until and including day of funeral, not to exceed three (3) working days.

ARTICLE XXII - JURY SERVICE LEAVE

Employees who are summoned for jury service shall suffer no loss in their regular day's wages due to such service, but shall be paid the difference between their jury fees and the amount of their regular day's (8 hours) pay.

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Health and Welfare and Pension Provisions shall be as set out in Appendix E attached hereto.

ARTICLE XXIV - WAGES AND CLASSIFICATIONS

The standard hourly wage rates for the job classifications and the effective dates thereof shall be those as set forth in Appendix A which is attached to and part of this agreement.

ARTICLE XXV - VACATIONS

Section 1:

Each employee employed by the Employer regularly and continuously for the period as stated below, and prior to July 1st of such year, will receive the corresponding vacation with pay:

6 months to 12 months	-	1 week
12 months to 12 years	-	2 weeks
12 years and over	-	3 weeks

An excused absence (but not a leave of absence) or a lay-off of up to thirty days duration shall not constitute an interruption of regular and continuous employment under this paragraph. The vacation period for each employee shall be designated by the Employer after consultation and an attempt to agree upon the period with the Shop Steward, but the final right to allot vacation periods and to change such allotments is exclusively reserved to the Employer. Wherever practicable, seniority shall prevail in choice of vacation. Vacation list shall be completed and posted by May 1st of each year.

An employee shall receive at the Employer's option either an extra day's vacation or an extra day's pay for a paid holiday which falls within his vacation period.

An employee, who would otherwise have been entitled hereunder to a vacation with pay during the calendar year in which he shall enter the military or naval service of the United States, shall be paid an amount equal to the vacation pay he would have been entitled to receive for the period of such vacation should he enter such service before taking such vacation.

Section 2:

Each employee eligible for a vacation shall be entitled to vacation pay for each week of vacation to which he is entitled under the Schedule set forth in Section 1 above on the basis of forty (40) times the regular hourly rate that he would have received had he worked such week.

Section 3:

Additional pay will not be granted in lieu of time off from work, and in no event will more than one vacation with pay be granted in any calendar year nor will two vacation periods of an employee be permitted without an interval of at least three (3) months.

Section 4:

Any employee permanently leaving the service of the Company shall be granted accumulated vacation benefits.

ARTICLE XXVI - SICK LEAVE

Employees who are absent for legitimate sickness, subject to verification by physician's certificate, shall not lose their regular day's pay up to a maximum of eight (8) days for this contract year, plus the number of days of unused sick leave pay for the preceding contract year, but not to exceed twenty-four (24) days.

ARTICLE XXVII - SEVERANCE PAY

Any employee whose employment is terminated by the Employer for any reason other than retirement for age or resignation or discharge shall receive a termination allowance in accordance with the following schedule:

<u>Period of Regular and Continuous Employment</u>	<u>Allowance</u>
Six months to one year	One week's pay
One year to five years	Two weeks' pay
Five years to eight years	Three weeks' pay
Eight years to ten years	Four weeks' pay
Ten years to twelve years	Five weeks' pay
Twelve years to fourteen years	Six weeks' pay
Fourteen years and over	Seven weeks' pay

Any employas who accepts the termination allowance shall cease to have any seniority credit under Article IV hereof and if thereafter reemployed by the Employer shall for all purposes of this agreement be regarded as a new employee. Consideration shall be given by the Employer to employees resigning prior to age of retirement because of ill health and inability to continue this type of work.

ARTICLE XXVIII - EFFECTIVE DATE AND TERMINATION

The terms of this agreement shall commence on
and expire on

Negotiations for a new agreement shall commence sixty (60) days prior to the expiration hereof. This agreement constitutes the entire agreement between the Union and the Employer and the Employer and the Union specifically waive any rights which either may have to bargain with the other during the term of this agreement on any matter pertaining to rates of pay, hours, or other terms and conditions of employment whether or not covered by this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed the date first above written.
CHASE BRASS AND COPPER CO. INCORPORATED
For the Company:

For Teamsters Local
Affiliated with INTERNATIONAL
BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND
HELPERS OF AMERICA